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ABSTRACT

Contained are the procedures, results, and conclusions of a survey of the salaries of engineering technicians in the United States in 1969. A three-part questionnaire form was used on which respondents indicated the number of individuals in appropriate boxes of the salary versus experience matrix. The questionnaires were sent to the Engineering Manpower Commission's regular list of survey participants, consisting of employers in all major areas of industry, government, and higher education. The report is based on returns submitted by 700 employers covering 70,045 engineering technicians. The basic format for the salary presentations is the maturity curve in which salary appears as a function of years of experience. Some of the major findings of the survey include (1) the fact that engineering technicians as a group have received salary increases averaging between 17 and 22 percent during the period 1966-69, (2) the increases ranged from \$1,600 to \$1,700 annually for technicians with ten or more years of experience whereas the increases at lower levels of experience were typically around \$1,200 or \$1,300, (3) the median annual salary for graduate technicians started at \$7,200, while that for non-graduate technicians was \$5,800, and (4) the difference in salary between graduate and non-graduate technicians becomes less and less with increasing experience. Salary presentations on a regional and industry group basis are also reported. (LC)

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SALARIES OF ENGINEERING TECHNICIANS

1969

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a survey conducted by the
ENGINEERING MANPOWER COMMISSION
OF ENGINEERS JOINT COUNCIL

ED0 40056

SALARIES OF ENGINEERING TECHNICIANS

1969



ENGINEERING MANPOWER COMMISSION

ENGINEERS JOINT COUNCIL

345 E. 47th Street

New York, N. Y. 10017

ENGINEERS JOINT COUNCIL

Engineers Joint Council (founded in 1941 and incorporated in 1958) is an organization of engineering societies whose general objective is to advance the art and science of engineering in the public interest.

In furtherance of this general objective the Council shall:

- a) Provide for regular and orderly communications among its member societies.
- b) Act as an advisory and coordinating agency for member society activities, as mutually agreed.
- c) Organize and conduct forums for the consideration of problems of expressed concern to member societies.
- d) Identify needs and opportunities for service in the engineering community and inform the concerned engineering institutions.
- e) Recommend appropriate programs of studies and research to engineering institutions and especially to member societies.
- f) Undertake, in accordance with policies mutually agreed to, specific activities or projects that the member societies acting individually could not accomplish as well.
- g) Represent the member societies when they deem such joint representation desirable.

THE ENGINEERING MANPOWER COMMISSION

OF ENGINEERS JOINT COUNCIL

The Engineering Manpower Commission was organized in 1951 as part of Engineers Joint Council, to serve as a focus for national technological manpower problems.

The Commission's program is carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

"To engage in studies and analyses of the supply, demand, and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of EJC."

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C. S. Dargusch	Advisor
John D. Alden	Executive Secretary

ACKNOWLEDGMENTS

This study was conducted under the direction of John D. Alden. Most of the detailed work of conducting the survey and screening the returns was done by Carol Iceland. The text of this report was typed by Alice Browne.

The computer program used for developing the salary curves was originally written by Richard C. Fremon of Bell Telephone Laboratories, who is chairman of the EMC Surveys Committee. Mr. Fremon also contributed general guidance and consultation at all stages of the survey.

We are particularly grateful to the many salary administrators who provided the source data on which these curves are based. Space does not permit their individual identification, but without their cooperation we would be unable to conduct our biennial salary surveys.

NOTE TO EMPLOYERS AND SALARY ADMINISTRATORS

The Engineering Manpower Commission is always interested in improving its survey coverage. If your company would like to participate in future surveys, please write to Miss Carol Iceland, Engineering Manpower Commission, 345 East 47th Street, New York, N.Y. 10017 and ask to be put on our surveys list. We also welcome your comments and suggestions for improving our survey and salary reports.

John D. Alden
Executive Secretary
Engineering Manpower Commission

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SALARIES OF ENGINEERING TECHNICIANS

INTRODUCTION

This survey is the second in a series of studies of the salaries of engineering technicians. The first survey was conducted on an experimental basis in 1966 as a result of widespread interest in the way engineering technicians were being utilized in industry and other areas of employment. Because the Engineering Manpower Commission had previously established a pattern of surveying engineers' salaries biennially on the even-numbered years, it was decided to conduct the technicians' salary regularly in the intervening years. This necessitated introducing a three-year interval between the 1966 and 1969 surveys. From now on, however, technicians' salaries will be studied every two years.

The basic format for our salary presentations is maturity curves in which salary appears as a function of years of experience. In the case of college graduate technicians, experience is measured as years since graduation with either the two-year associate degree or the four-year bachelor of technology degree, as appropriate. Non-graduates, of course, have to be reported on a different basis. We have found that age is the only practical variable for which data are readily available. Ideally, years of working experience would be preferable, but employers have indicated their inability to report years of experience obtained by their technicians in previous jobs, or to determine accurately whether prior experience should or should not be counted toward employment as a Technician. In order to compare experience as measured by age with that measured by years since graduation, we have assumed age 20 as equivalent to graduation from a two-year associate degree curriculum, and 22 as the equivalent age for bachelors' degree graduates.

The Engineering Manpower Commission is not attempting to establish salary standards for any industry or employee group. The curves presented in this report simply show what various sectors of employment were paying as of September 1969 when the survey was taken. Users are cautioned to read carefully the paragraph on limitations inherent in this kind of salary data. When used with judgment under conditions where the data can reasonably be expected to apply, these curves, should be of definite value to personnel managers, educators, and individual engineering technicians alike. We present this report as a service to these people and to the engineering community at large.

HIGHLIGHTS OF THE SURVEY

Engineering technicians as a group have received salary increases averaging between 17 and 22 percent over the three years since our first

survey was conducted. Figure 1 shows the raw median salary curves for all technicians employed in industry in 1966 as compared with 1969. The actual increase in dollars was somewhat greater for technicians with ten or more years of experience, ranging from \$1,600 to \$1,700 annually, whereas the increases at lower levels of experience were typically around \$1,200 or \$1,300. There is some evidence that starting salaries for newly graduated technicians are increasing more rapidly than salaries for technicians with three to eight years of experience. Such a tendency toward salary compression would be expected in view of similar developments in engineers' salaries over the years covered by the EMC surveys. Trends in technicians' salaries for future years cannot be predicted reliably from data obtained in the two surveys to date, especially on an industry by industry basis, because of differences in coverage and methodology of the two surveys. The curves of Figure 1 offer a rough general guide but no more.

The 1969 survey revealed an unanticipated similarity between salary patterns for graduate and non-graduate technicians. Whereas early studies had indicated major differences between the two groups after about 15 years of experience, this year's results show that graduate technicians start out at substantially higher salaries than non-graduates, but the difference becomes less and less with increasing experience. The median annual salary for graduate technicians in September 1969 started at \$7,200 with less than a year of experience, increased steadily to \$9,400 ten years after graduation, then leveled off rather quickly. After about 15 years of experience salaries varied only slightly from an average of \$10,200.

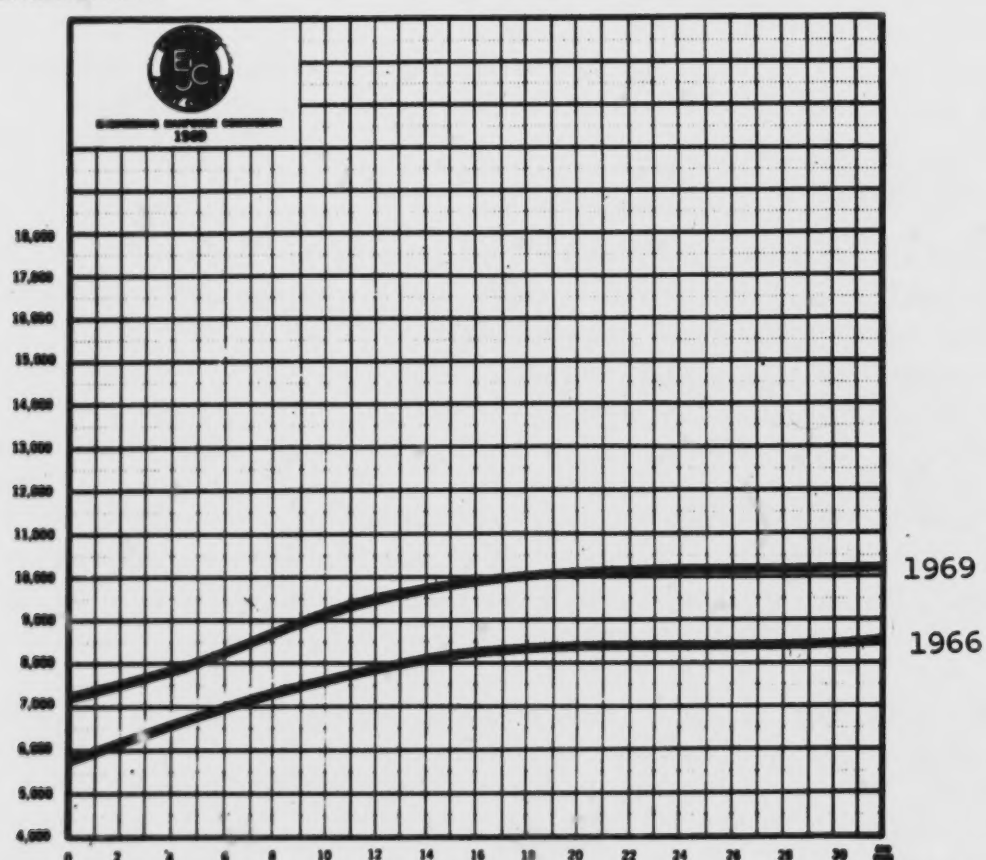
Non-graduate technician salaries in 1969 started at \$5,800 and rose gradually to \$9,750 after 18 years of experience. From here on median salaries hung just below \$10,000 with little change despite increasing seniority. These patterns tend to indicate that the average technician's responsibilities reach a steady state in 15 years or so, after which salaries also remain steady except for across-the-board annual increases to meet rising costs of living.

A new feature in this survey was the inclusion of four-year bachelors' degree technicians (or technologists as they are frequently called) as a separate category. Median starting salaries for this group began at \$8,150, thirteen percent higher than the median for two-year graduates and forty percent more than for non-graduates. Ten years after graduation, however, the median for the bachelors' degree holders was \$9,400, no different from two-year graduates with the same length of experience. Beyond this point the two groups showed little variation. Too much significance should not be read into this finding, however, because the modern bachelor of technology program is still very new. Most of the salaries reported for older technicians with bachelor's degrees applied to people doing technician work who happened to have a degree in some field other than engineering. It seems much more likely that the differential enjoyed by the new bachelor's degree technicians will continue to exist as this group becomes more numerous and its members grow in experience.

FIGURE 1

Median Salaries of Engineering Technicians
Employed in Industry, 1966 and 1969

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



Note: These curves are based on raw data. See page 10 for explanation of curve smoothing routine used for computing most of the salary data in this report.

Comparisons between 1966 and 1969 curves are approximate only. The medians presented above are for technicians employed in industry only, because the 1966 survey did not include Federal government employers. Data for the 1966 report were collected in December 1965 and January 1966. Data for the 1969 report were collected in October and November 1969.

Figure 2 shows the raw median salary curves for the three categories of technicians plotted on a single graph. These may be compared with the detailed smooth curves found in the body of the report.

HOW THE SURVEY WAS CONDUCTED

A three-part questionnaire form was used (see facsimile on page 68) on which respondents simply indicated the number of individuals in appropriate boxes of the salary versus experience matrix. No special definitions were given other than those printed on the questionnaire. Forms were sent to EMC's regular list of survey participants, consisting of employers in all major areas of industry, government, and higher education.

Returns were reviewed for accuracy and consistency, particularly with regard to the bachelor's degree category. If any respondent appeared to have inadvertently reported bachelor's degree engineers instead of technicians, as indicated by an unusual distribution of numbers of salaries in this section, the reporting employer was contacted to verify that the form was indeed correct.

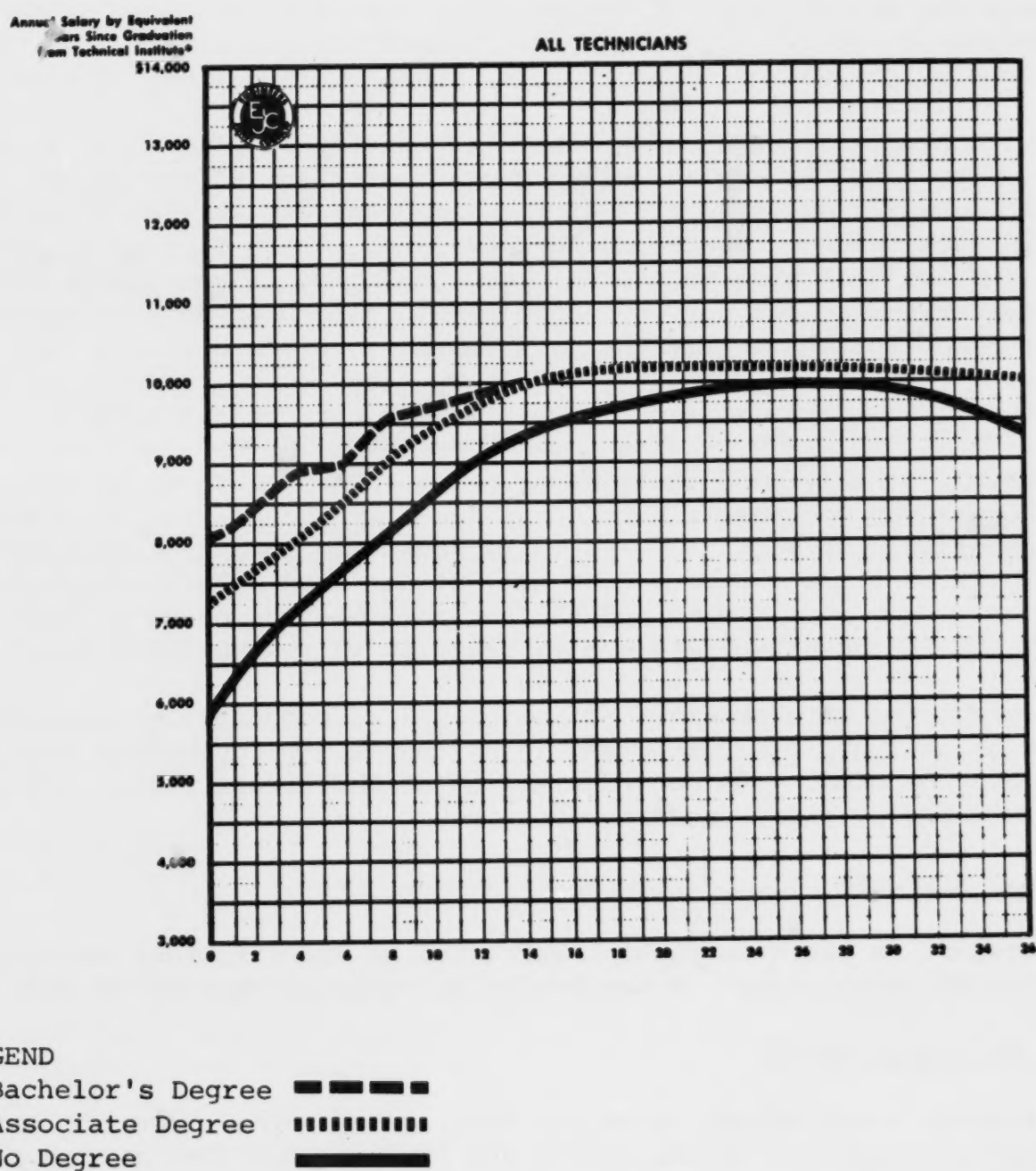
Questionnaires were then coded according to industry group and geographical location and the salary data were keypunched and verified. The punched cards were processed through our special three-stage computer program. The output of the first stage, consisting of reconstructed summary reports for each respondent, was reviewed to detect and correct any gross keypunch errors. The second stage output consisted of distribution matrices for each selected industry group. More groups were actually analyzed than are included in this report, in order to arrive at the best and most useful combinations. Finally data tables were produced for each selected group. These tables have been reproduced directly below the plotted salary curves in this report.

The EMC computer program calculates salary medians, quartiles, deciles, and means for each array of salaries in a given "Years of Experience" column. Since salaries are reported within brackets of \$500 or \$1,000, the computer interpolates each fractile to the nearest \$50 by assuming a straight-line distribution between the extremes of the salary bracket. For example, if the median technician happened to be the 20th one in the \$9,500 to \$10,000 bracket, and there were 50 salaries reported in this bracket, the median point would be 20/50 of the range covered or \$200, and the computed median salary would be \$9,700.

The fractiles thus computed are printed out as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore most of the curves presented in this report are based on "smooth" data developed by a curve-fitting routine. Each fractile curve is computed separately in the form $y = ax^2 + bx + c$, where y represents salary and x represents years of experience raised to a power z . The smoothing program determines the values of a , b , c , and z that give the minimum sum of the squares of the differences between the raw and smooth values of y ,

FIGURE 2

Median Salaries of Engineering Technicians
By Level of Formal Education
All Survey Respondents, 1969



Note: These curves are based on raw data. See page 10 for explanation of curve smoothing routine used for computing most of the salary data in this report.

the squared differences being weighted by the populations associated with each of the data points.

Curves based on the raw data for all graduate technicians are given on page 16 for comparison with the smooth curves on page 19. Although raw data for the other charts and distribution matrices have not been published in this report, they may be obtained from EMC on special order at \$.50 per table, if desired.

METHOD OF PRESENTATION

Each set of curves is defined according to the industry group, degree level, or geographical region covered. Respondents constituting each industry group are listed starting on page 64. This enables users to determine whether their own organization is reasonably comparable with the group covered by the curves. Geographical regions are defined on page 23.

Below each set of curves are printed the data points on which they are based. The data table also includes mean salaries (which are not plotted and normally differ little from the median) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above \$16,000 or below \$4,000, which were the limits established by the physical size of the questionnaire form.

In surveys of this kind there is always a chance that one or two large employers may dominate a particular industry group. To avoid such over-representation we weight groups where necessary to insure that no employer is responsible for more than half of the data. Such groups are indicated below the data tables and the actual number of salaries reported by respondents in the group is given in addition to the weighted total.

To protect the data provided by individual respondents, we require that there be at least five employers in an industry group before salary fractiles are computed. The confidentiality of individual salary schedules is protected by the procedures described above.

COVERAGE AND RESPONSE

This report is based on returns submitted by 700 different employers covering 70,045 technicians. A tabulation by category appears on page 17.

NOTES ON THE SALARY CURVES

Explanatory notes appear below for those groups whose identity is not obvious from the headings on the charts and tables. See list starting on page 64 for employers included in the various categories. The division or location is specified where data were not submitted for the entire company.

As a general observation, several of the detailed curves show an

apparently anomalous situation whereby graduate technicians receive lower salaries than nongraduates beyond a certain number of years of experience. In part this may be due to the operation of our curve-smoothing computer program, but it also probably results from other factors as well. Two-year college programs in engineering technology are relatively new, and until recent years have produced only small numbers of graduates. Many older technicians may have obtained their formal educations at an older age than current graduates, while others will of course have obtained most of their training through their employers' in-house programs. All curves show that recent technical school graduates are making significantly higher salaries than nongraduates, but after 20 or more years of experience it would not be surprising for the educational differential to become less significant in comparison with on-the-job training and experience.

Because of the difficulty in integrating bachelors' degree holders with other technicians, this group has been excluded from all curves except those on pages 20 and 21. Since the number of bachelor's degree technicians in any employment group is very small, the effect of adding them to the other curves would probably be negligible. To be more exact, however, the heading "All Technicians" where used in this report should properly be interpreted as "Technicians with an associate degree and nongraduates."

GRADUATE TECHNICIANS, BACHELOR'S DEGREE, ENTIRE U.S. - This group has been further broken down (page 21) by broad areas of employment, i.e., industry and government. It is of interest that salaries in government employment start lower but become somewhat higher after 18 years of experience. The wider spread between upper and lower deciles that is apparent in the government curves is due to the great disparity between salaries in the different levels of government -- federal, state, and local.

REGIONAL CURVES - The four sets of curves on pages 24 and 25 show how technician salaries break down by major geographical region. Because employment patterns differ greatly from state to state depending on concentrations of industry or government agencies, these curves should be interpreted only as rough guides to overall regional variations.

ALL MANUFACTURING INDUSTRIES - These curves (pages 26 and 27) are composites of the following industry groups -- Aerospace, Chemicals, Other Chemical Process Industries, Electrical Equipment, Electronic Equipment, Machinery, Miscellaneous Manufacturing, Metals and Fabricated Products, and Petroleum.

AEROSPACE - This group includes the aerospace manufacturing companies listed on page 64 plus companies in other fields (such as airborne electronics, air transportation, federal aerospace agencies, etc.) as identified by (A) in the list of respondents. The aerospace curves have been weighted to insure that no single employer provided as much as half of the data.

CHEMICAL PROCESS INDUSTRIES - This group consists of the Chemicals, Other Chemical Process Industries, and Petroleum groups. Curves for the Chemicals and Petroleum groups have been broken out separately (pages 32 and

33) for all technicians, but the data were insufficient to provide graduate versus nongraduate comparisons for these subgroups. Note that food processors are classified as chemical companies in this analysis.

PETROLEUM INDUSTRY - This includes the oil companies listed on page 65 plus the specialized engineering service firms indicated by (P) on page 66.

METAL AND OTHER MANUFACTURED PRODUCTS - The curves on pages 38 and 39 are for employers listed under Machinery, Metals and Fabricated Products, and Miscellaneous Manufacturing. The Machinery and Metal Products groups have also been broken out separately (pages 40 and 41) for all technicians only.

ALL NONMANUFACTURING INDUSTRY - This group (pages 42 and 43) includes companies listed under Communications, Transportation, and Gas Utilities; Construction and Mining; Electric Utilities; Engineering and Consulting Services; and Research Laboratories.

RESEARCH AND DEVELOPMENT - The curves on pages 50 and 51 are for employers listed under Research Laboratories plus selected research components of various industry groups as identified by (R) in the list of respondents. Separate curves have been provided for the Industrial R & D group and the Research Laboratories, but the data were insufficient to provide graduate versus nongraduate curves for these subgroups.

TRANSPORTATION, COMMUNICATIONS, AND GAS UTILITIES - This group did not include sufficient data to break out graduate versus nongraduate curves, but curves for all technicians are given on page 55. This grouping is not homogeneous, but there were not sufficient data to analyze any component separately. The "All Nonmanufacturing Industry" curves may be used as a broader inclusive category.

STATE AND LOCAL GOVERNMENTS - The curves on pages 58 and 59 include both levels of government. Separate curves for all technicians have been broken out on pages 60 and 61, but the data were insufficient to provide graduate versus nongraduate curves for these subgroups.

LIMITATIONS

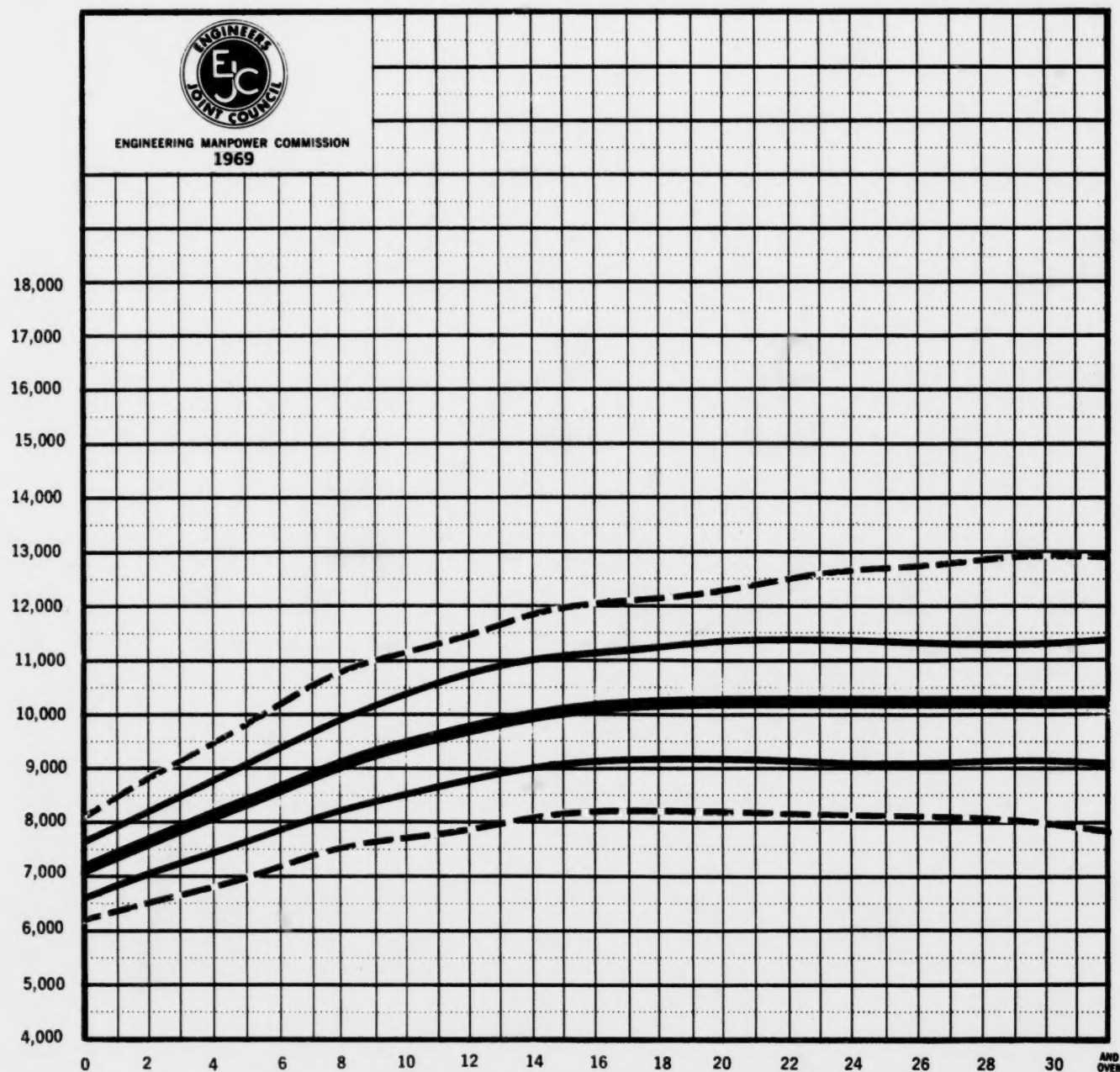
Users of this report should apply salary curves with judgment. We report salary data as furnished by the survey respondents, but there is no way of knowing whether respondents represent a typical cross-section of a particular industry group. Data in some year columns may be based on a relatively small number of salaries. In such cases the smoothed curves may represent a considerable departure from the raw data points. As explained previously, the methodology and presentation of data involve a number of inherent limitations. The salary curves and data must thus be viewed as general guides, not as absolutes.

In publishing these curves EMC is attempting to show what prevailing salary patterns are, not what we think they ought to be. In the final analysis the salary paid to any individual is determined by many factors, especially his performance of his assigned duties. Such factors cannot

be measured by a survey of this kind. Therefore EMC cannot undertake to evaluate individual salary situations, nor to advise employers as to the salaries they should pay for specific positions.

FIGURE 3
RAW DATA SALARY CURVES
FOR ALL GRADUATE TECHNICIANS,
ASSOCIATE DEGREE, ENTIRE U.S.

Annual Salary by Equivalent
 Years Since Graduation
 from Technical Institute*



RAW CURVES

ALL GRAD TECHNICIANS ENTIRE US

LEGEND

Upper Decile ---
 Upper Quartile ---
 Median ---
 Lower Quartile ---
 Lower Decile ---

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8100	8400	8850	9300	9450	9850	10150	10450	10800
UPPER QUARTILE	7650	7900	8250	8500	8750	9100	9400	9800	9950
MEDIAN	7200	7350	7700	7900	8050	8350	8500	8800	9200
LOWER QUARTILE	6550	6700	7100	7300	7350	7700	7800	7900	8200
LOWER DECILE	6150	6200	6500	6550	6750	7100	7150	7250	7550
MEAN	7150	7350	7700	7900	8100	8400	8600	8900	9200
TOTAL NUMBER	1026	1156	1143	900	808	799	902	800	731
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$-000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11250	11950	12000	12250	12600	12650	12900	12850	13450
UPPER QUARTILE	10350	10900	11100	11350	11350	11350	11250	11300	11650
MEDIAN	9400	9800	10100	10200	10200	10200	10150	10200	10000
LOWER QUARTILE	8450	8900	9100	9100	9050	9000	9050	9000	8650
LOWER DECILE	7650	8050	8200	8150	8050	8050	8050	7850	7600
MEAN	9450	9900	10150	10250	10300	10250	10300	10300	10250
TOTAL NUMBER	1637	1233	918	738	462	330	262	305	306
NUMBERS OVER \$16000	1	1	1	2	5	2	6	6	2
NUMBERS UNDER \$-000	0	0	0	0	0	0	0	0	0

Number of Technicians
 covered — 14456

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

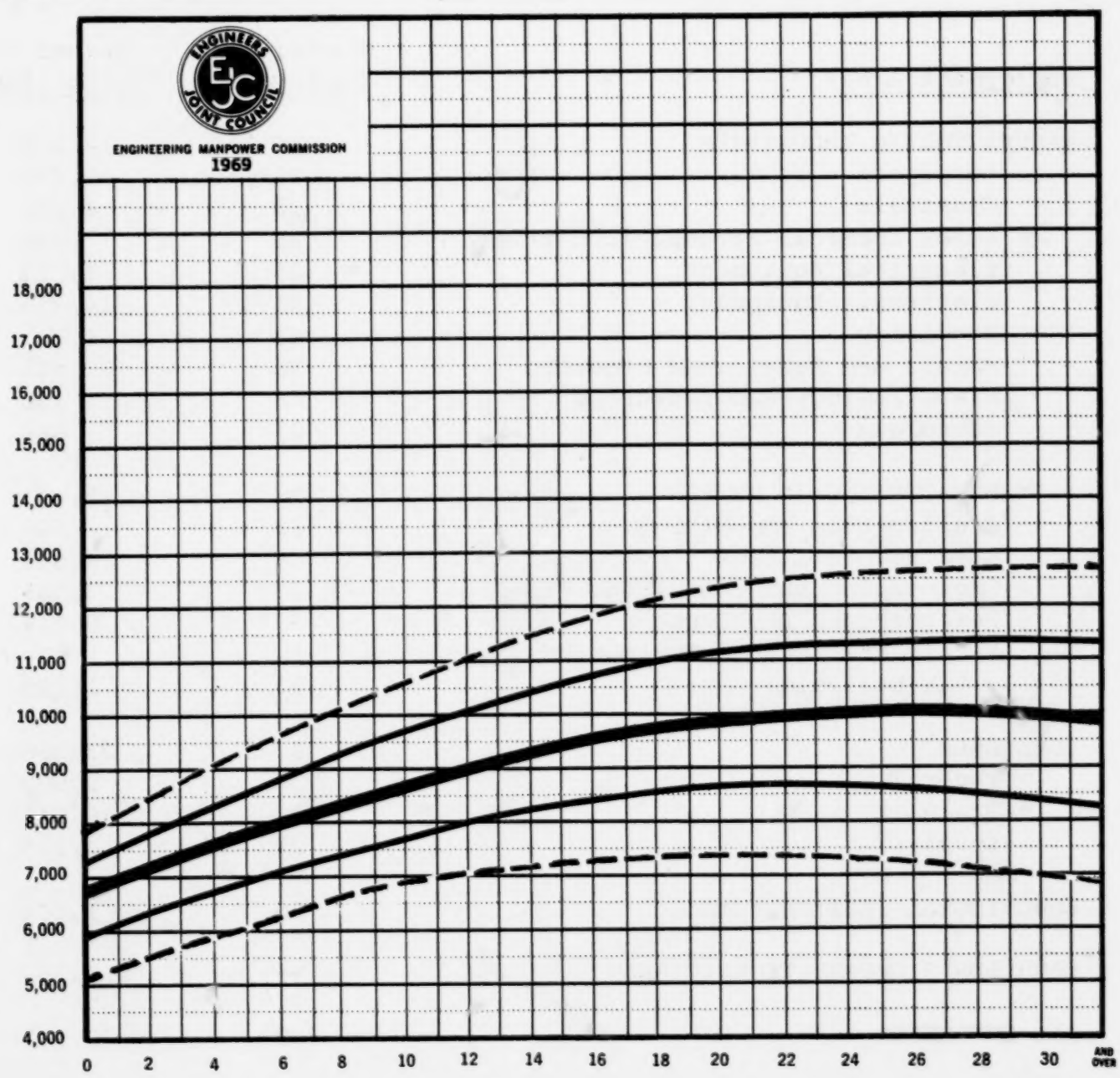
DISTRIBUTION OF SAMPLE BY AREA OF EMPLOYMENT

<u>Employment Area</u>	<u>Number of Employers</u>	<u>Number of Technicians</u>
MANUFACTURING INDUSTRIES	265	28,201
Aerospace	31*	8,973
Chemicals	35	1,250
Other Chemical Process Industries	15	259
Electrical Equipment	25	1,113
Electronic Equipment	42	14,256
Machinery	45	1,211
Metals and Fabricated Products	58	2,435
Miscellaneous Manufacturing	8	122
Petroleum	23*	954
NONMANUFACTURING INDUSTRIES	258	15,421
Construction and Mining	28	628
Electric Utilities	58	4,342
Engineering and Consulting Firms	125	3,605
Research and Development	39*	9,114
Transportation, Communications, and Gas Utilities	23	1,188
GOVERNMENT	97	23,366
Federal	34	5,582
State	26	16,641
Local	37	1,143
EDUCATIONAL INSTITUTIONS	80	1,492
BACHELOR'S DEGREE TECHNICIANS	--	1,160
ALL EMPLOYERS	700	70,045

*Asterisked Categories include the following employers that were also counted in another category: Aerospace, 14; Petroleum, 3; Research and Development, 15. However, respondents have been counted only once in the totals for Manufacturing Industries, Nonmanufacturing Industries, and All Employers. The 1,160 Bachelor's Degree holders are included in the total but not in the individual areas of employment.

ALL ENGINEERING TECHNICIANS
ENTIRE U.S.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



ALL TECHNICIANS ENTIRE US

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7900	8200	8500	8750	9050	9300	9600	9850	10100
UPPER QUARTILE	7350	7600	7850	8100	8350	8600	8800	9050	9300
MEDIAN	6750	6950	7150	7350	7600	7800	8000	8200	8350
LOWER QUARTILE	5950	6150	6350	6550	6700	6900	7100	7250	7400
LOWER DECILE	5100	5300	5500	5700	5850	6050	6200	6400	6550
MEAN	6650	6850	7100	7300	7500	7750	7950	8150	8350
TOTAL NUMBER	1712	2038	2605	2453	2452	2761	3199	3068	2798
NUMBERS OVER \$16000	0	0	0	1	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10600	11300	11850	12250	12500	12650	12700	12700	12500
UPPER QUARTILE	9700	10300	10750	11050	11300	11350	11400	11300	11000
MEDIAN	8750	9200	9600	9850	10000	10050	10000	9800	9350
LOWER QUARTILE	7750	8150	8400	8600	8650	8600	8500	8250	7750
LOWER DECILE	6800	7150	7350	7400	7350	7250	7050	6800	6400
MEAN	8750	9200	9600	9850	10000	10000	9950	9800	9500
TOTAL NUMBER	7349	6415	5520	4933	4200	3958	3699	4493	5232
NUMBERS OVER \$16000	2	5	3	8	18	26	46	58	38
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

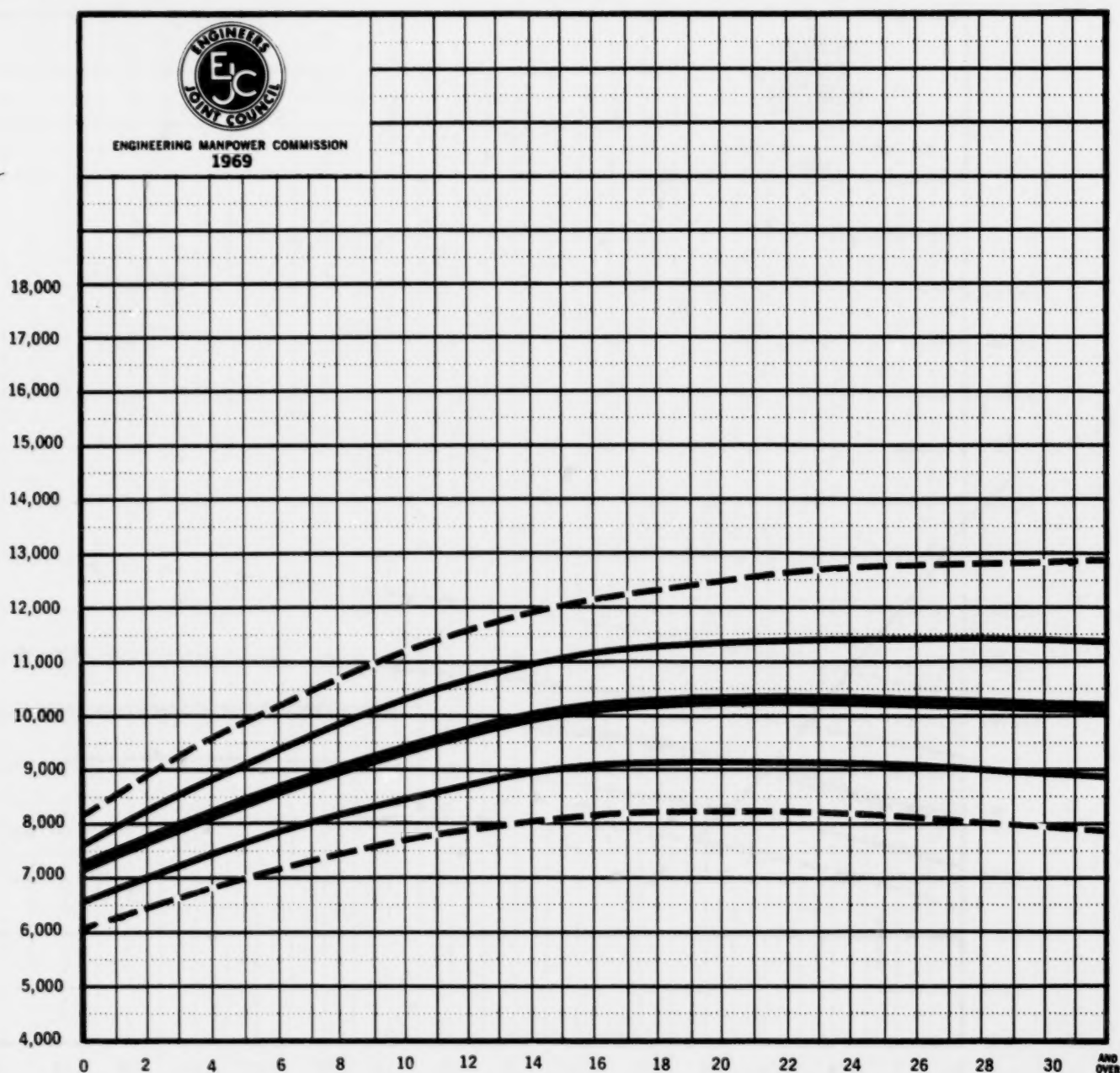
Number of Technicians covered —

68885

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

GRADUATE TECHNICIANS ASSOCIATE DEGREE, ENTIRE U.S.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



ALL GRAD TECHNICIANS ENTIRE US

YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8100	8450	8850	9200	9550	9850	10200	10450	10750
UPPER QUARTILE	7600	7900	8250	8550	8850	9150	9400	9650	9900
MEDIAN	7150	7400	7650	7900	8150	8400	8600	8800	9000
LOWER QUARTILE	6550	6800	7000	7200	7450	7650	7800	8000	8150
LOWER DECILE	6050	6250	6450	6650	6800	7000	7150	7300	7450
MEAN	7100	7400	7650	7900	8150	8400	8650	8850	9050
TOTAL NUMBER	1026	1156	1143	900	808	799	902	800	731
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11200	11750	12200	12450	12650	12750	12850	12900	12950
UPPER QUARTILE	10350	10800	11150	11300	11400	11450	11450	11400	11350
MEDIAN	9350	9800	10100	10250	10300	10250	10200	10100	9950
LOWER QUARTILE	8450	8800	9050	9150	9150	9100	9000	8850	8700
LOWER DECILE	7700	7950	8150	8200	8200	8100	8000	7800	7600
MEAN	9450	9850	10150	10300	10350	10350	10350	10250	10200
TOTAL NUMBER	1637	1233	918	738	462	330	262	305	306
NUMBERS OVER \$16000	1	1	1	2	5	2	6	6	2
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

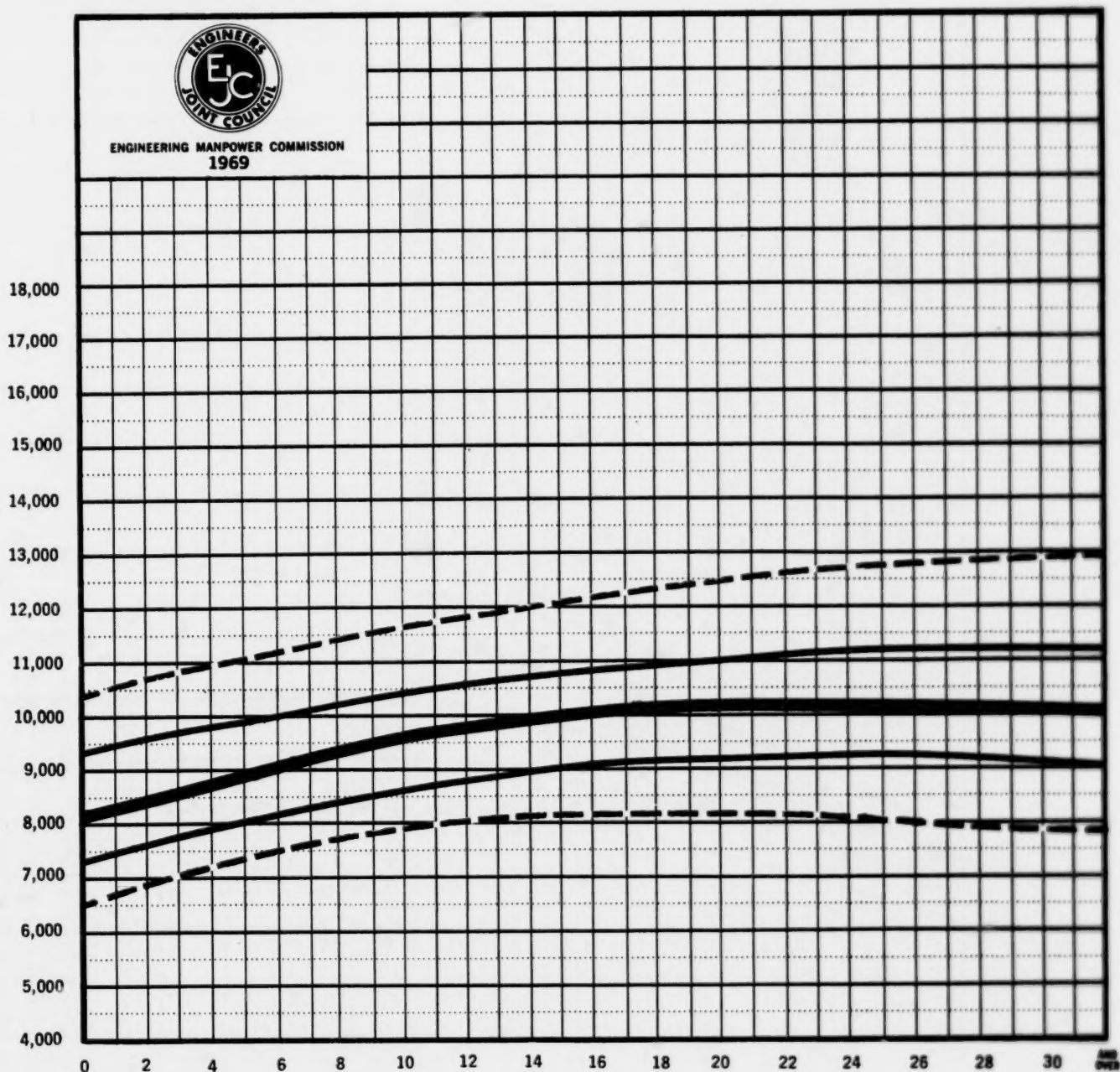
Number of Technicians
covered —

14456

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

GRADUATE TECHNICIANS BACHELOR'S DEGREE, ENTIRE U.S.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



BACHELORS DEGREE ALL EMPLOYERS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	10450	10550	10700	10800	10950	11050	11150	11300	11400
UPPER QUARTILE	9300	9450	9550	9700	9800	9900	10000	10150	10250
MEDIAN	8100	8300	8450	8600	8750	8900	9050	9200	9350
LOWER QUARTILE	7350	7500	7650	7800	7900	8050	8150	8300	8400
LOWER DECILE	6500	6700	6900	7050	7200	7350	7500	7600	7750
MEAN	8350	8500	8650	8800	8950	9050	9200	9300	9450
TOTAL NUMBER	48	45	48	54	74	53	53	38	39
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11600	11900	12200	12400	12600	12750	12850	12950	12900
UPPER QUARTILE	10400	10650	10850	11000	11150	11200	11200	11200	11050
MEDIAN	9550	9850	10050	10200	10200	10200	10150	10000	9700
LOWER QUARTILE	8600	8900	9100	9200	9250	9250	9150	9000	8500
LOWER DECILE	7900	8100	8150	8150	8100	8000	7900	7800	7650
MEAN	9650	9950	10150	10300	10400	10400	10400	10250	9950
TOTAL NUMBER	124	108	85	75	72	48	59	61	76
NUMBERS OVER \$16000	0	0	1	0	0	3	3	0	2
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

Number of Technicians
covered —

1160

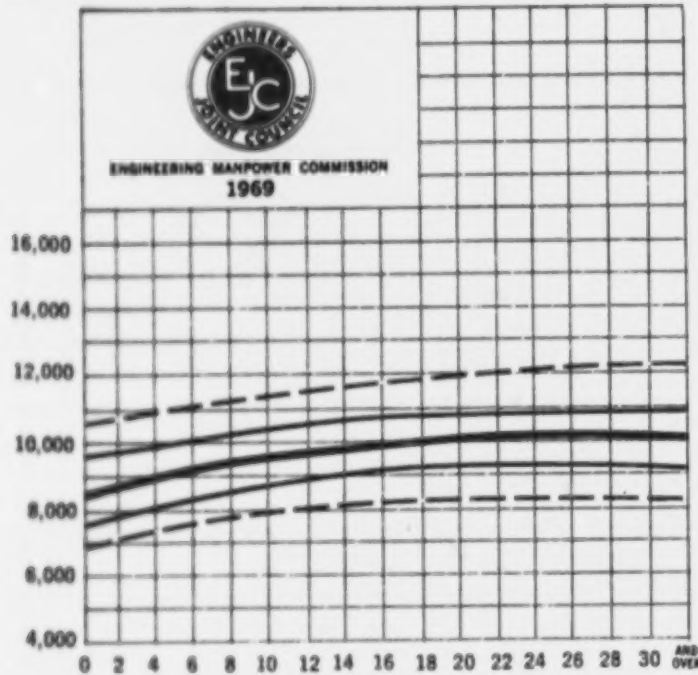
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

GRADUATE TECHNICIANS BACHELOR'S DEGREE

21

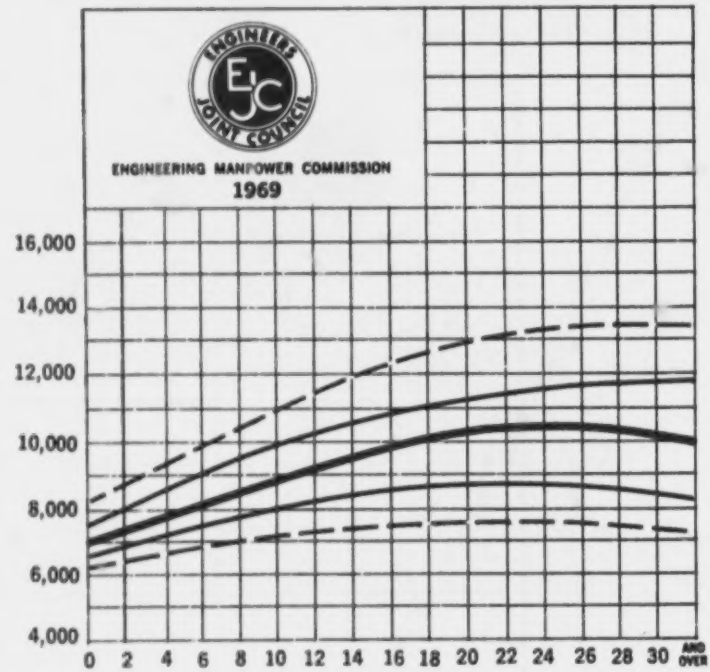
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

INDUSTRY



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GOVERNMENT



BACHELORS DEGREE INDUSTRY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	10600	10700	10800	10900	11000	11050	11150	11250	11300
UPPER QUARTILE	9600	9700	9800	9850	9950	10050	10100	10200	10250
MEDIAN	8500	8600	8750	8900	9000	9100	9200	9300	9400
LOWER QUARTILE	7700	7850	7950	8100	8250	8350	8450	8550	8650
LOWER DECILE	6950	7100	7250	7400	7500	7600	7750	7800	7900
MEAN	8600	8750	8900	9000	9150	9250	9350	9450	9550
TOTAL NUMBER	33	38	33	42	59	34	29	32	25
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11450	11650	11750	11900	12000	12050	12100	12150	12200
UPPER QUARTILE	10400	10550	10700	10800	10850	10900	10900	10950	10900
MEDIAN	9600	9800	9950	10050	10100	10100	10100	10050	9950
LOWER QUARTILE	8800	9000	9150	9200	9200	9200	9150	9100	9000
LOWER DECILE	8050	8200	8300	8350	8350	8350	8300	8300	8300
MEAN	9750	9950	10050	10150	10200	10250	10250	10200	10150
TOTAL NUMBER	81	76	58	45	41	29	31	38	50
NUMBERS OVER \$16000	0	0	0	0	0	2	2	0	2
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	---
Upper Quartile	---
Median	---
Lower Quartile	---
Lower Decile	---

Number of Technicians
covered —

774

BACHELORS DEGREE GOVERNMENT

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8250	8550	8800	9100	9400	9650	9950	10250	10500
UPPER QUARTILE	7600	7900	8150	8450	8700	8950	9200	9400	9650
MEDIAN	7000	7200	7400	7650	7850	8050	8250	8450	8650
LOWER QUARTILE	6700	6850	7000	7150	7250	7400	7550	7650	7800
LOWER DECILE	6150	6250	6400	6500	6650	6750	6850	6950	7050
MEAN	7200	7400	7600	7800	7950	8150	8350	8550	8750
TOTAL NUMBER	11	7	12	6	9	12	16	6	11
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11050	11800	12400	12900	13200	13400	13450	13400	13050
UPPER QUARTILE	10050	10550	10950	11250	11450	11600	11700	11750	11800
MEDIAN	9050	9550	9950	10250	10400	10400	10250	9950	9100
LOWER QUARTILE	8050	8350	8550	8700	8750	8700	8550	8200	7350
LOWER DECILE	7250	7450	7600	7700	7700	7600	7500	7250	6700
MEAN	9100	9550	9950	10250	10450	10500	10450	10250	9600
TOTAL NUMBER	31	21	21	18	26	16	22	20	22
NUMBERS OVER \$16000	0	0	1	0	0	1	1	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

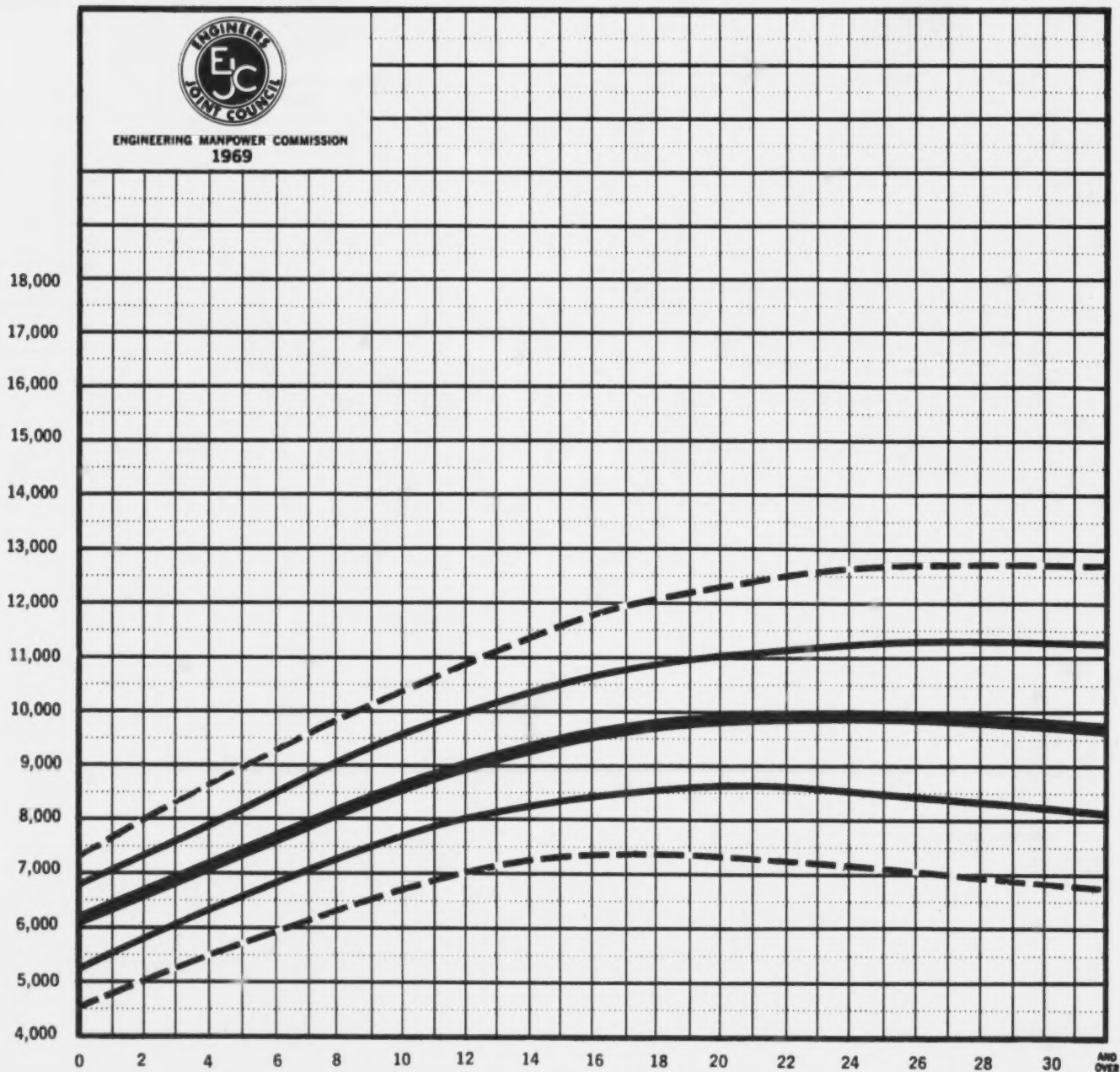
Number of Technicians
covered —

297

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

NONGRADUATE TECHNICIANS ENTIRE U.S.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



ALL NONGRAD TECHS ENTIRE US

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7400	7700	8000	8300	8600	8900	9250	9550	9850
UPPER QUARTILE	6800	7100	7350	7650	7950	8250	8500	8800	9050
MEDIAN	6050	6300	6600	6850	7150	7400	7650	7900	8150
LOWER QUARTILE	5300	5550	5800	6050	6300	6550	6800	7000	7250
LOWER DECILE	4500	4750	5000	5250	5500	5700	5950	6150	6350
MEAN	6050	6300	6600	6850	7100	7400	7650	7900	8150
TOTAL NUMBER	686	882	1462	1553	1644	1962	2297	2268	2067
NUMBERS OVER \$16000	0	0	0	1	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10400	11150	11750	12200	12500	12650	12700	12650	12500
UPPER QUARTILE	9550	10200	10700	11000	11200	11300	11300	11250	11050
MEDIAN	8600	9150	9550	9800	9900	9900	9850	9650	9450
LOWER QUARTILE	7650	8100	8400	8550	8550	8450	8300	8100	7800
LOWER DECILE	6700	7100	7300	7300	7200	7050	6900	6700	6450
MEAN	8550	9150	9550	9800	9900	9950	9850	9750	9500
TOTAL NUMBER	5712	5182	4602	4195	3738	3628	3437	4188	4926
NUMBERS OVER \$16000	1	4	2	6	13	24	40	52	36
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

Number of Technicians
covered —

54429

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

REGIONAL BREAKDOWN

NORTHEAST

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont
New Jersey
New York
Pennsylvania

CENTRAL

Illinois
Indiana
Michigan
Ohio
Wisconsin
Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

SOUTH

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia
Alabama
Kentucky
Mississippi
Tennessee
Arkansas
Louisiana
Oklahoma
Texas

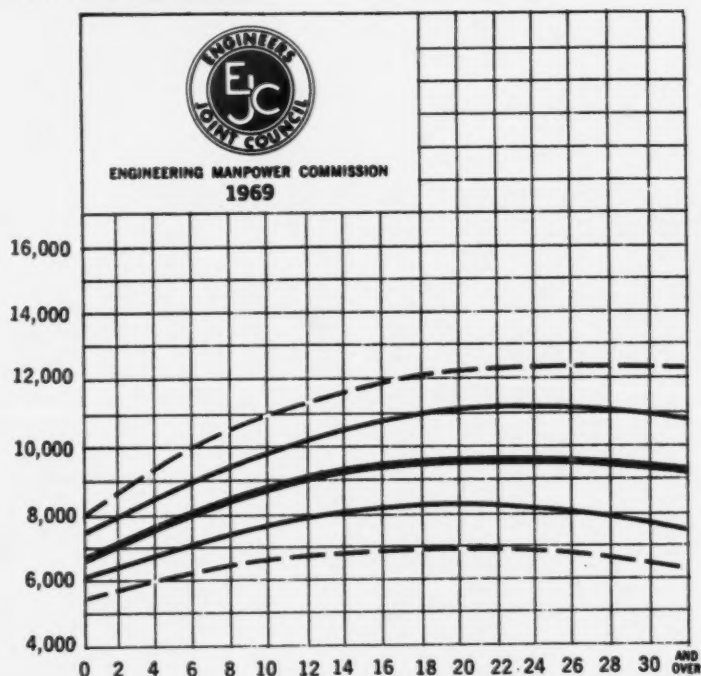
WEST

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming
California
Oregon
Washington
Alaska
Hawaii

ALL ENGINEERING TECHNICIANS

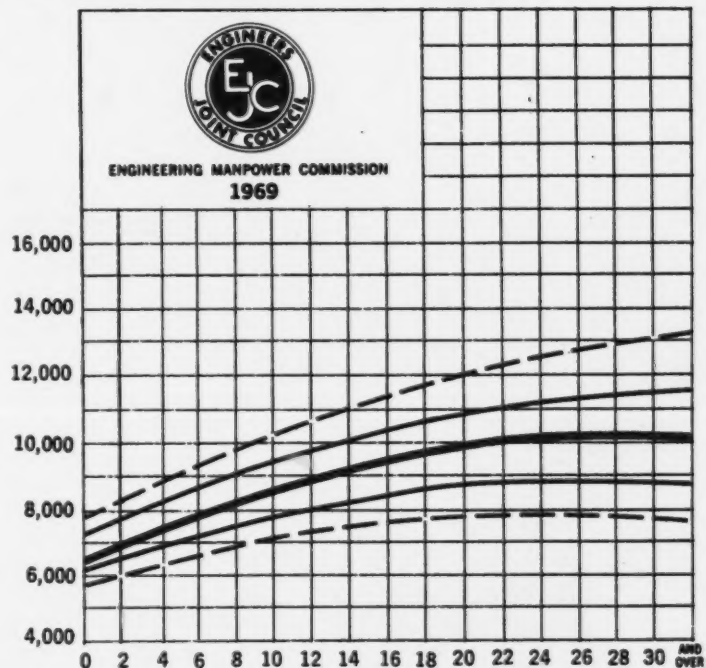
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NORTHEAST



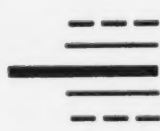
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

CENTRAL



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

ALL TECHNICIANS NORTHEAST										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8000	8350	8700	9000	9350	9650	9950	10250	10500	
UPPER QUARTILE	7500	7750	8000	8300	8550	8800	9050	9300	9500	
MEDIAN	6850	7050	7250	7500	7700	7900	8100	8250	8450	
LOWER QUARTILE	6050	6250	6400	6600	6800	7000	7150	7300	7450	
LOWER DECILE	5450	5650	5800	5950	6100	6200	6350	6450	6550	
MEAN	6800	7000	7250	7450	7700	7900	8100	8300	8500	
TOTAL NUMBER	740	791	878	722	647	809	891	835	800	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	11000	11600	12000	12200	12350	12350	12350	12250	12150	
UPPER QUARTILE	9950	10450	10850	11100	11150	11150	11000	10800	10350	
MEDIAN	8800	9200	9450	9600	9600	9550	9350	9050	8450	
LOWER QUARTILE	7750	8050	8200	8250	8150	8000	7800	7450	6950	
LOWER DECILE	6750	6900	6950	6950	6850	6700	6550	6350	6050	
MEAN	8850	9250	9500	9650	9650	9600	9450	9200	8750	
TOTAL NUMBER	1884	1541	1365	1238	1109	1053	973	1244	1708	
NUMBERS OVER \$16000	1	2	0	2	1	1	2	4	8	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

19228

Number of Technicians
covered —

ALL TECHNICIANS CENTRAL										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7950	8150	8400	8600	8850	9050	9300	9550	9750	
UPPER QUARTILE	7300	7500	7750	7950	8200	8400	8650	8850	9050	
MEDIAN	6650	6900	7100	7300	7500	7700	7900	8100	8300	
LOWER QUARTILE	6150	6350	6500	6700	6850	7050	7200	7400	7550	
LOWER DECILE	5750	5900	6050	6200	6350	6450	6600	6750	6850	
MEAN	6800	7000	7200	7400	7600	7750	7950	8150	8300	
TOTAL NUMBER	360	539	709	723	718	680	759	732	682	
NUMBERS OVER \$16000	0	0	0	1	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10250	10900	11500	12050	12500	12850	13050	13250	13150	
UPPER QUARTILE	9500	10050	10500	10900	11200	11400	11500	11550	11450	
MEDIAN	8650	9150	9550	9850	10000	10100	10100	10050	9850	
LOWER QUARTILE	7850	8200	8500	8700	8850	8850	8850	8750	8550	
LOWER DECILE	7100	7400	7650	7800	7850	7850	7850	7700	7500	
MEAN	8650	9150	9550	9850	10100	10200	10300	10300	10150	
TOTAL NUMBER	1687	1420	1167	1011	886	756	773	837	926	
NUMBERS OVER \$16000	0	0	0	0	2	9	18	20	11	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

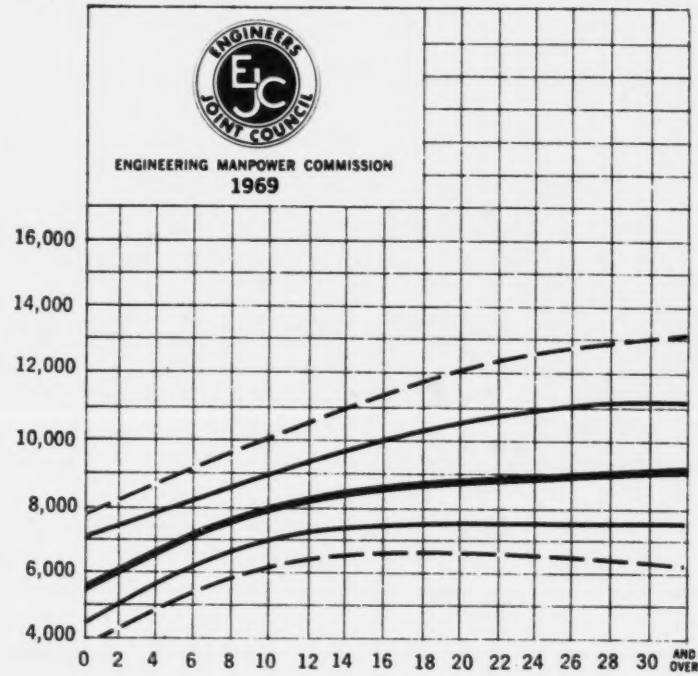
15365

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL ENGINEERING TECHNICIANS

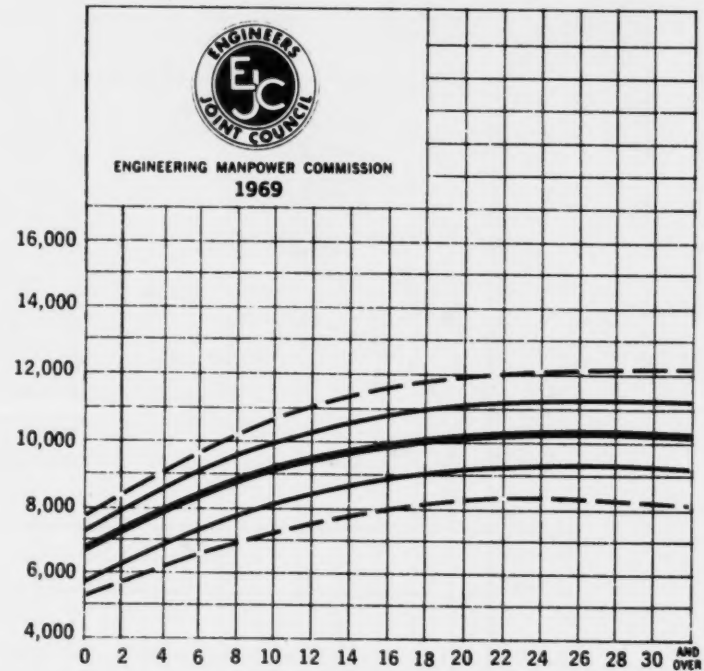
Annual Salary by Equivalent Years Since Graduation from Technical Institute*

SOUTH



Annual Salary by Equivalent Years Since Graduation from Technical Institute*

WEST



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL TECHNICIANS SOUTH

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7850	8050	8300	8500	8700	8950	9150	9400	9600
UPPER QUARTILE	7050	7250	7450	7650	7850	8000	8200	8400	8600
MEDIAN	5700	6000	6300	6600	6850	7100	7350	7550	7750
LOWER QUARTILE	4450	4850	5250	5650	5950	6200	6450	6650	6800
LOWER DECILE	3800	4100	4350	4650	4950	5200	5450	5700	5900
MEAN	5900	6150	6350	6600	6800	7050	7250	7450	7700
TOTAL NUMBER	360	340	459	560	517	627	744	676	582
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10050	10700	11350	11950	12400	12750	13000	13050	12400
UPPER QUARTILE	8950	9500	10000	10400	10700	10950	11050	11050	10750
MEDIAN	8050	8450	8700	8850	8950	9000	9050	9050	9050
LOWER QUARTILE	7050	7250	7400	7450	7450	7450	7500	7500	7500
LOWER DECILE	6200	6450	6550	6500	6450	6350	6300	6200	6200
MEAN	8050	8550	8900	9150	9300	9350	9350	9300	9150
TOTAL NUMBER	1493	1194	978	864	797	736	691	903	1193
NUMBERS OVER \$16000	0	0	1	2	10	4	11	18	5
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians covered —

13714

ALL TECHNICIANS WEST

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7700	8100	8500	8850	9200	9550	9850	10100	10400
UPPER QUARTILE	7300	7650	7950	8300	8600	8900	9150	9450	9650
MEDIAN	6800	7050	7350	7650	7900	8150	8400	8650	8850
LOWER QUARTILE	5800	6100	6400	6650	6900	7200	7400	7650	7850
LOWER DECILE	5250	5450	5650	5850	6050	6250	6450	6650	6850
MEAN	6600	6900	7200	7500	7750	8050	8300	8550	8750
TOTAL NUMBER	58	91	194	232	311	355	427	486	452
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10800	11300	11650	11850	11950	12000	12050	12100	12100
UPPER QUARTILE	10100	10550	10850	11050	11150	11200	11200	11200	11200
MEDIAN	9250	9700	10000	10200	10250	10250	10250	10200	10100
LOWER QUARTILE	8250	8700	8950	9150	9200	9200	9150	9100	9000
LOWER DECILE	7200	7600	7900	8100	8200	8250	8200	8050	7900
MEAN	9150	9600	9900	10100	10150	10200	10200	10200	10150
TOTAL NUMBER	1439	1367	1210	1157	886	891	821	1098	1036
NUMBERS OVER \$16000	0	3	1	0	1	3	6	4	8
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

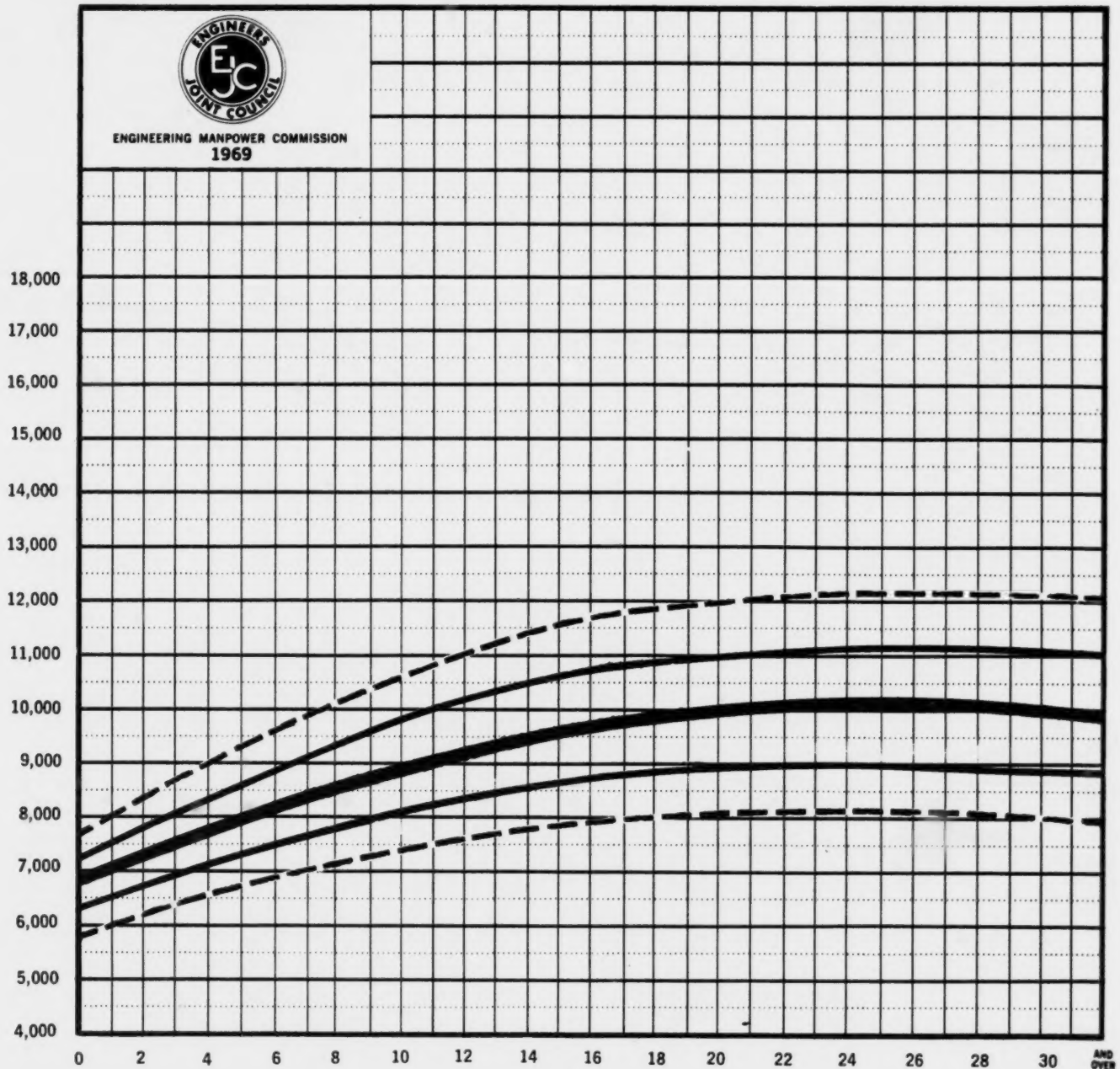
Number of Technicians covered —

12511

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL MANUFACTURING INDUSTRIES ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

Number of Technicians
covered —

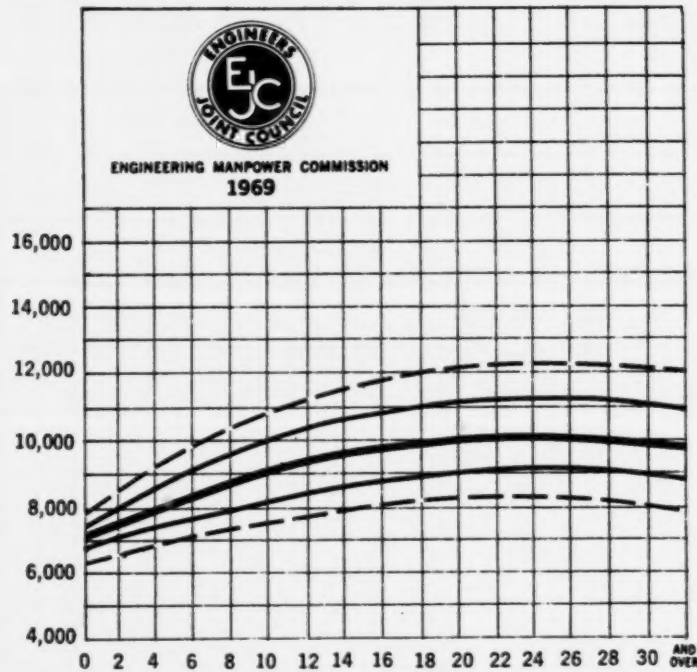
MANUFACTURING INDUSTRY ALL									
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7700	8050	8350	8650	9000	9300	9550	9850	10100
UPPER QUARTILE	7300	7550	7850	8150	8400	8650	8950	9150	9400
MEDIAN	6950	7150	7400	7600	7800	8000	8250	8400	8600
LOWER QUARTILE	6350	6550	6750	6950	7150	7350	7500	7700	7850
LOWER DECILE	5800	6000	6200	6400	6550	6750	6900	7050	7200
MEAN	6850	7100	7350	7550	7800	8000	8250	8450	8650
TOTAL NUMBER	528	790	1163	1041	1113	1233	1448	1393	1164
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10600	11250	11700	11950	12100	12150	12100	12050	11900
UPPER QUARTILE	9850	10350	10750	10950	11100	11150	11100	11000	10900
MEDIAN	8950	9400	9700	9950	10050	10050	10050	9900	9700
LOWER QUARTILE	8150	8500	8750	8900	9000	9000	8950	8850	8650
LOWER DECILE	7450	7750	7950	8100	8100	8100	8050	7950	7850
MEAN	9000	9450	9750	9950	10050	10100	10050	9950	9800
TOTAL NUMBER	3167	2864	2497	2199	1671	1614	1458	1527	1331
NUMBERS OVER \$16000	0	0	0	0	1	0	0	4	1
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

28201

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

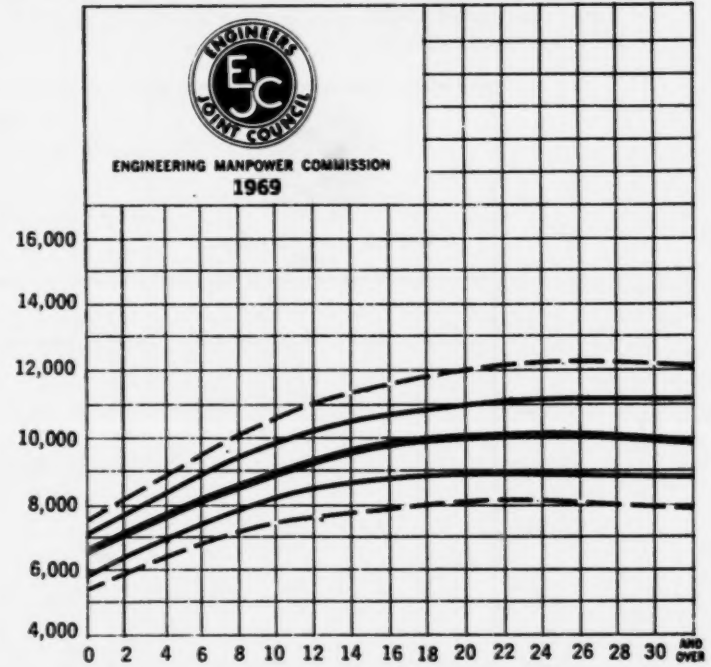
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES

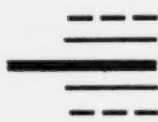


MANUFACTURING IND. GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7900	8250	8550	8900	9200	9500	9800	10050	10350
UPPER QUARTILE	7450	7750	8000	8300	8600	8850	9100	9350	9600
MEDIAN	7150	7350	7550	7750	8000	8200	8350	8550	8750
LOWER QUARTILE	6800	6950	7100	7250	7400	7550	7700	7850	7950
LOWER DECILE	6350	6500	6650	6750	6900	7000	7150	7250	7400
MEAN	7150	7350	7600	7800	8050	8250	8450	8650	8800
TOTAL NUMBER	344	465	531	406	405	411	440	424	320
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10800	11400	11800	12050	12150	12150	12100	12000	11850
UPPER QUARTILE	10000	10550	10850	11050	11150	11150	11050	10950	10800
MEDIAN	9050	9450	9750	9950	10050	10050	9950	9800	9500
LOWER QUARTILE	8200	8550	8800	8950	9050	9050	9000	8800	8450
LOWER DECILE	7600	7850	8050	8150	8200	8150	8100	7950	7650
MEAN	9150	9550	9850	10050	10100	10100	10050	9900	9650
TOTAL NUMBER	769	573	415	323	218	159	129	117	83
NUMBERS OVER \$16000	0	0	0	0	1	0	0	1	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

6532

MANUFACTURING IND. NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7500	7800	8150	8500	8800	9150	9450	9750	10050
UPPER QUARTILE	7100	7400	7700	8000	8250	8550	8850	9100	9350
MEDIAN	6550	6850	7100	7350	7650	7900	8100	8350	8550
LOWER QUARTILE	5900	6200	6450	6700	6950	7200	7400	7600	7800
LOWER DECILE	5450	5650	5900	6150	6400	6600	6800	7000	7150
MEAN	6500	6800	7050	7350	7600	7850	8100	8350	8600
TOTAL NUMBER	184	325	632	635	708	822	1008	969	844
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10550	11200	11650	11950	12100	12150	12100	12050	11900
UPPER QUARTILE	9800	10350	10750	10950	11100	11100	11100	11000	10900
MEDIAN	8950	9400	9750	9950	10000	10050	10000	9900	9800
LOWER QUARTILE	8150	8550	8800	8950	8950	8950	8900	8800	8750
LOWER DECILE	7450	7750	7950	8050	8100	8050	8000	7950	7900
MEAN	9000	9450	9750	9950	10050	10050	10000	9950	9850
TOTAL NUMBER	2398	2291	2082	1876	1453	1455	1329	1410	1248
NUMBERS OVER \$16000	0	0	0	0	0	0	0	3	1
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

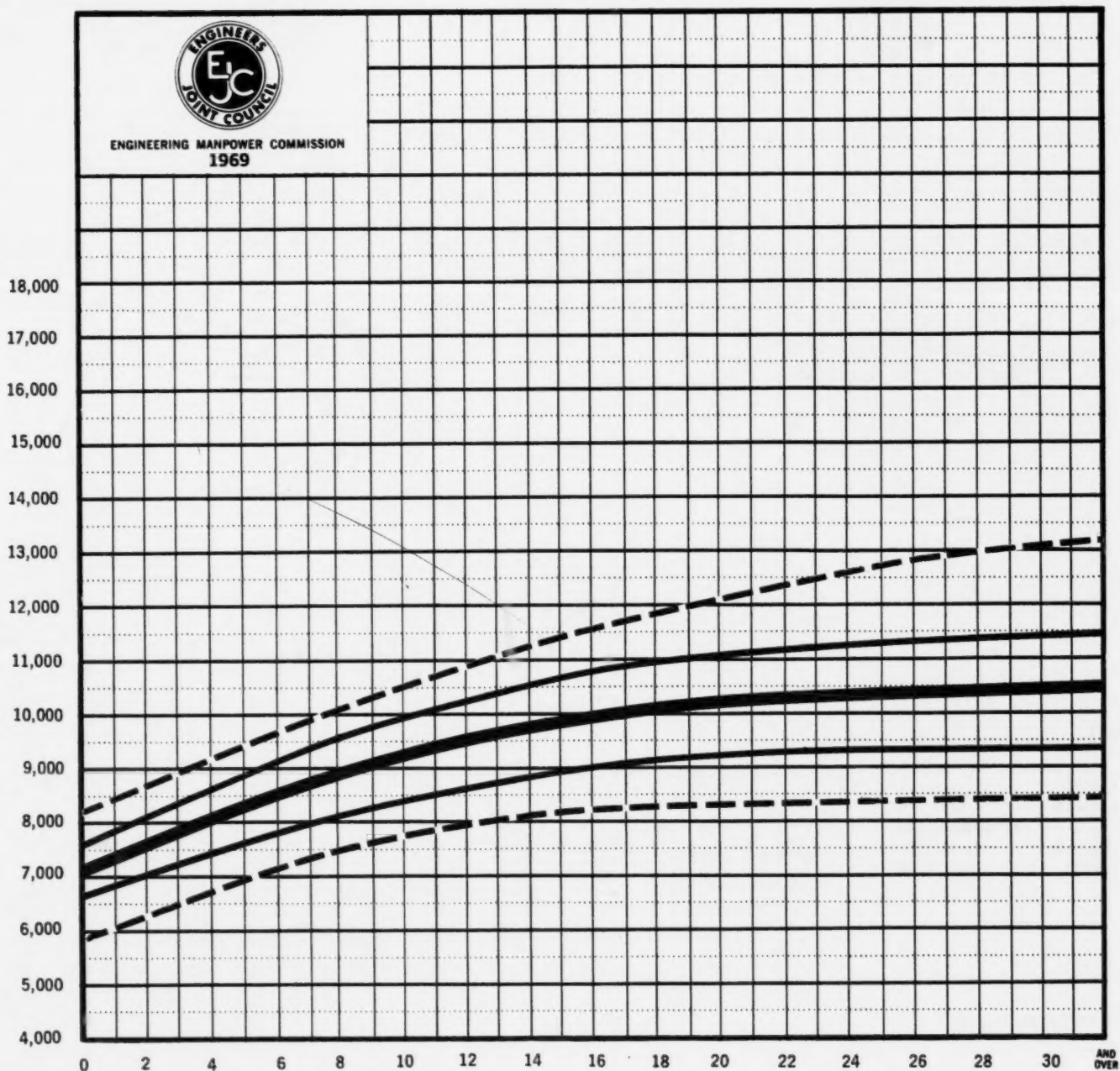
Number of Technicians
covered —

21669

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

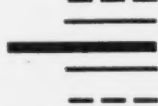
AEROSPACE ALL ENGINEERING TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

AEROSPACE IND. ADJUSTED ALL										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8250	8500	8750	9000	9200	9450	9650	9900	10100	
UPPER QUARTILE	7550	7800	8100	8350	8650	8900	9150	9350	9600	
MEDIAN	7000	7250	7500	7750	8000	8250	8450	8650	8850	
LOWER QUARTILE	6550	6750	6950	7200	7400	7600	7750	7950	8100	
LOWER DECILE	5900	6150	6400	6600	6850	7050	7200	7400	7550	
MEAN	7050	7300	7550	7800	8050	8250	8450	8650	8850	
TOTAL NUMBER	70	250	374	351	315	359	487	478	387	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10500	11100	11600	12050	12450	12750	13000	13200	13400	
UPPER QUARTILE	9950	10450	10800	11050	11250	11350	11450	11500	11500	
MEDIAN	9200	9650	9950	10200	10350	10450	10500	10500	10550	
LOWER QUARTILE	8400	8750	9000	9200	9300	9350	9350	9350	9350	
LOWER DECILE	7800	8100	8250	8350	8400	8450	8450	8450	8450	
MEAN	9200	9600	9950	10200	10400	10500	10600	10650	10700	
TOTAL NUMBER	1174	1295	1180	1068	840	862	1007	994	815	
NUMBERS OVER \$16000	0	0	0	0	4	16	30	20	8	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

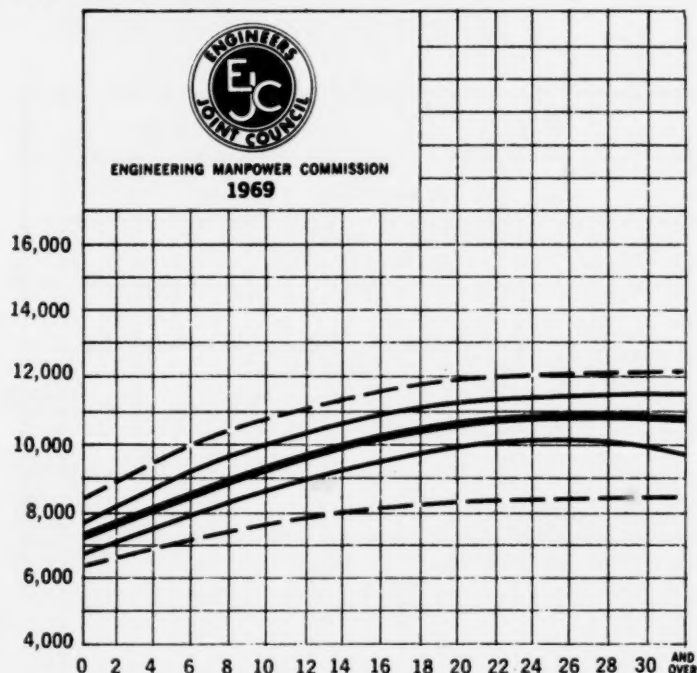
12306

(8,973 unadjusted)

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

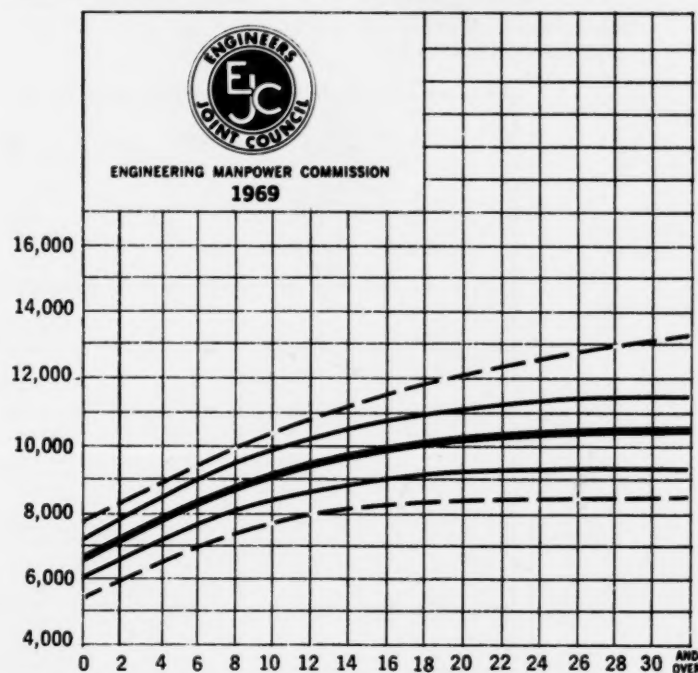
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

Number of Technicians
covered —

1296

AEROSPACE ADJUSTED GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8500	8800	9100	9400	9650	9900	10150	10350	10550
UPPER QUARTILE	7750	8100	8400	8700	9000	9250	9500	9700	9900
MEDIAN	7300	7500	7700	7950	8150	8350	8550	8750	8950
LOWER QUARTILE	6850	7000	7200	7350	7550	7700	7900	8050	8250
LOWER DECILE	6400	6600	6750	6900	7050	7200	7350	7450	7550
MEAN	7400	7650	7850	8050	8250	8450	8650	8850	9050
TOTAL NUMBER	32	196	196	122	60	46	66	54	46
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10900	11300	11600	11800	11950	12000	12050	12100	12100
UPPER QUARTILE	10250	10650	10950	11150	11250	11350	11400	11400	11400
MEDIAN	9350	9850	10250	10550	10750	10850	10850	10800	10550
LOWER QUARTILE	8550	9050	9450	9750	10000	10050	10000	9750	8900
LOWER DECILE	7750	7950	8100	8250	8300	8350	8400	8400	8400
MEAN	9350	9800	10100	10350	10450	10500	10500	10400	10250
TOTAL NUMBER	128	112	64	54	40	18	16	26	20
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians
covered —

11010

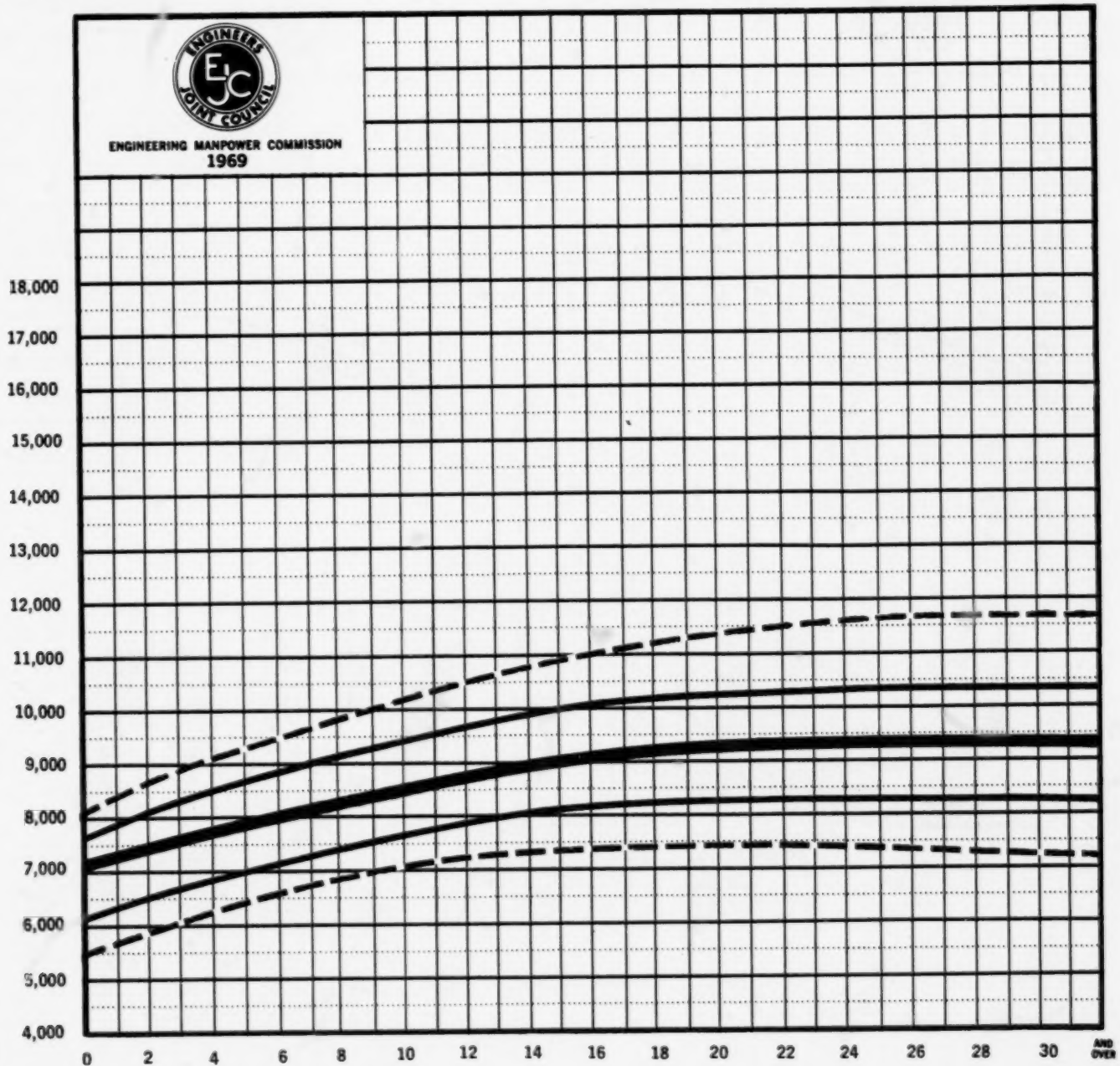
AEROSPACE ADJUSTED NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7900	8200	8450	8750	9000	9250	9500	9750	10000
UPPER QUARTILE	7150	7500	7800	8150	8450	8750	9050	9300	9550
MEDIAN	6700	7050	7350	7650	7900	8150	8400	8650	8850
LOWER QUARTILE	6000	6350	6650	6950	7250	7500	7700	7950	8100
LOWER DECILE	5300	5650	6050	6350	6650	6950	7150	7350	7550
MEAN	6650	7000	7300	7550	7850	8100	8350	8600	8800
TOTAL NUMBER	38	54	178	229	255	313	421	424	341
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10500	11100	11650	12100	12500	12800	13000	13200	13350
UPPER QUARTILE	9950	10450	10850	11100	11250	11350	11450	11500	11500
MEDIAN	9200	9650	9950	10150	10300	10400	10450	10500	10500
LOWER QUARTILE	8450	8800	9000	9150	9250	9300	9350	9350	9350
LOWER DECILE	7850	8100	8250	8350	8400	8450	8450	8450	8450
MEAN	9200	9650	10000	10250	10400	10500	10600	10650	10650
TOTAL NUMBER	1046	1183	1116	1014	800	844	991	968	795
NUMBERS OVER \$16000	0	0	0	0	4	16	30	20	8
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

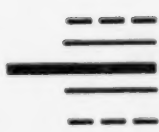
CHEMICAL PROCESS INDUSTRIES ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

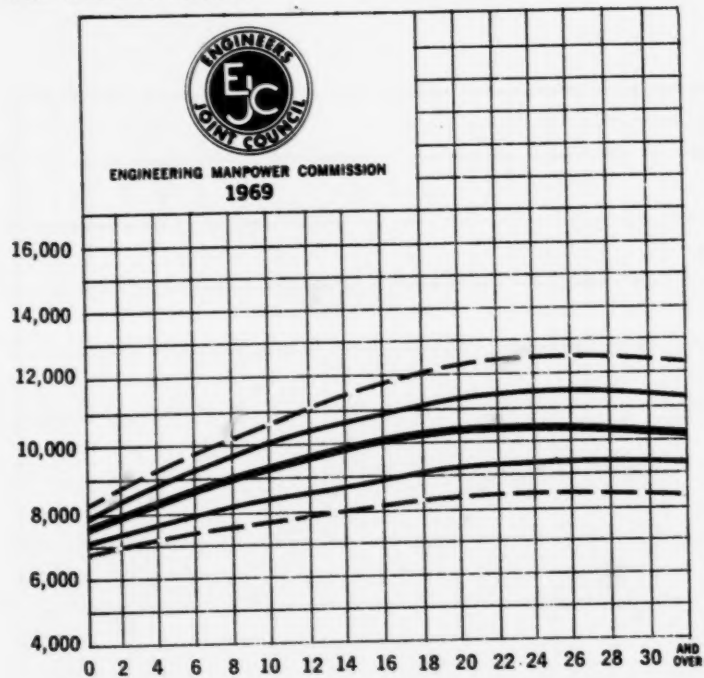
CHEMICAL PROCESS ALL										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8150	8400	8600	8800	9050	9250	9450	9650	9850	
UPPER QUARTILE	7700	7900	8100	8300	8500	8650	8850	9000	9150	
MEDIAN	7050	7250	7400	7550	7700	7850	8000	8100	8250	
LOWER QUARTILE	6100	6300	6500	6650	6850	7000	7150	7300	7450	
LOWER DECILE	5500	5700	5900	6100	6250	6400	6550	6700	6850	
MEAN	6950	7100	7300	7500	7650	7800	8000	8150	8300	
TOTAL NUMBER	65	63	111	102	93	97	103	118	82	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10200	10650	11000	11300	11500	11600	11650	11650	11550	
UPPER QUARTILE	9450	9800	10050	10250	10350	10450	10450	10400	10300	
MEDIAN	8500	8800	9100	9250	9350	9400	9400	9300	9050	
LOWER QUARTILE	7700	8000	8150	8250	8300	8300	8250	8200	8100	
LOWER DECILE	7050	7300	7400	7450	7450	7350	7300	7200	7050	
MEAN	8550	8900	9150	9350	9450	9450	9450	9350	9150	
TOTAL NUMBER	245	180	187	202	166	176	153	168	152	
NUMBERS OVER \$16000	0	0	0	0	1	0	0	1	1	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

2463

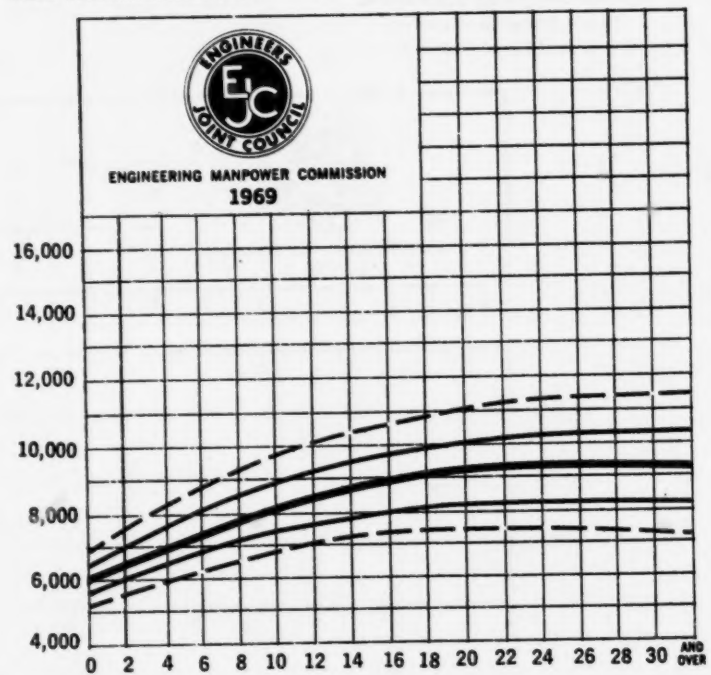
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES

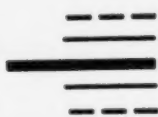


CHEMICAL PROCESS GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8350	8550	8800	9000	9250	9500	9700	9950	10200
UPPER QUARTILE	7950	8200	8400	8650	8850	9100	9300	9500	9700
MEDIAN	7550	7750	7950	8100	8300	8500	8700	8850	9050
LOWER QUARTILE	7200	7350	7450	7600	7700	7850	7950	8100	8200
LOWER DECILE	6800	6900	7000	7100	7200	7300	7400	7500	7550
MEAN	7600	7750	7900	8100	8250	8450	8600	8750	8950
TOTAL NUMBER	40	29	62	56	49	43	43	59	36
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10600	11250	11750	12200	12450	12550	12500	12250	11300
UPPER QUARTILE	10050	10550	10900	11200	11350	11400	11350	11250	10900
MEDIAN	9350	9800	10100	10350	10450	10450	10350	10100	9400
LOWER QUARTILE	8400	8700	8950	9150	9300	9350	9350	9300	8950
LOWER DECILE	7750	7950	8150	8250	8350	8400	8350	8250	7850
MEAN	9250	9650	10000	10250	10450	10500	10450	10250	9600
TOTAL NUMBER	70	50	42	54	19	17	24	23	11
NUMBERS OVER \$16000	0	0	0	0	1	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

727

CHEMICAL PROCESS NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	6950	7250	7600	7950	8250	8550	8800	9100	9350
UPPER QUARTILE	6400	6700	7000	7300	7600	7850	8100	8350	8550
MEDIAN	6000	6250	6500	6700	6950	7200	7400	7600	7800
LOWER QUARTILE	5600	5850	6050	6250	6450	6650	6850	7000	7150
LOWER DECILE	5150	5350	5550	5750	5950	6100	6300	6450	6600
MEAN	6050	6300	6550	6800	7050	7250	7500	7700	7900
TOTAL NUMBER	25	34	49	46	44	54	60	59	46
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9800	10300	10700	11000	11200	11300	11400	11450	11500
UPPER QUARTILE	8950	9400	9700	9950	10100	10200	10250	10300	10300
MEDIAN	8150	8600	8900	9100	9200	9200	9200	9100	9000
LOWER QUARTILE	7450	7800	8000	8150	8200	8200	8200	8150	8100
LOWER DECILE	6850	7100	7300	7350	7350	7300	7250	7100	7000
MEAN	8250	8650	8950	9150	9200	9250	9250	9250	9200
TOTAL NUMBER	175	130	145	148	147	159	129	145	141
NUMBERS OVER \$16000	0	0	0	0	0	0	0	1	1
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

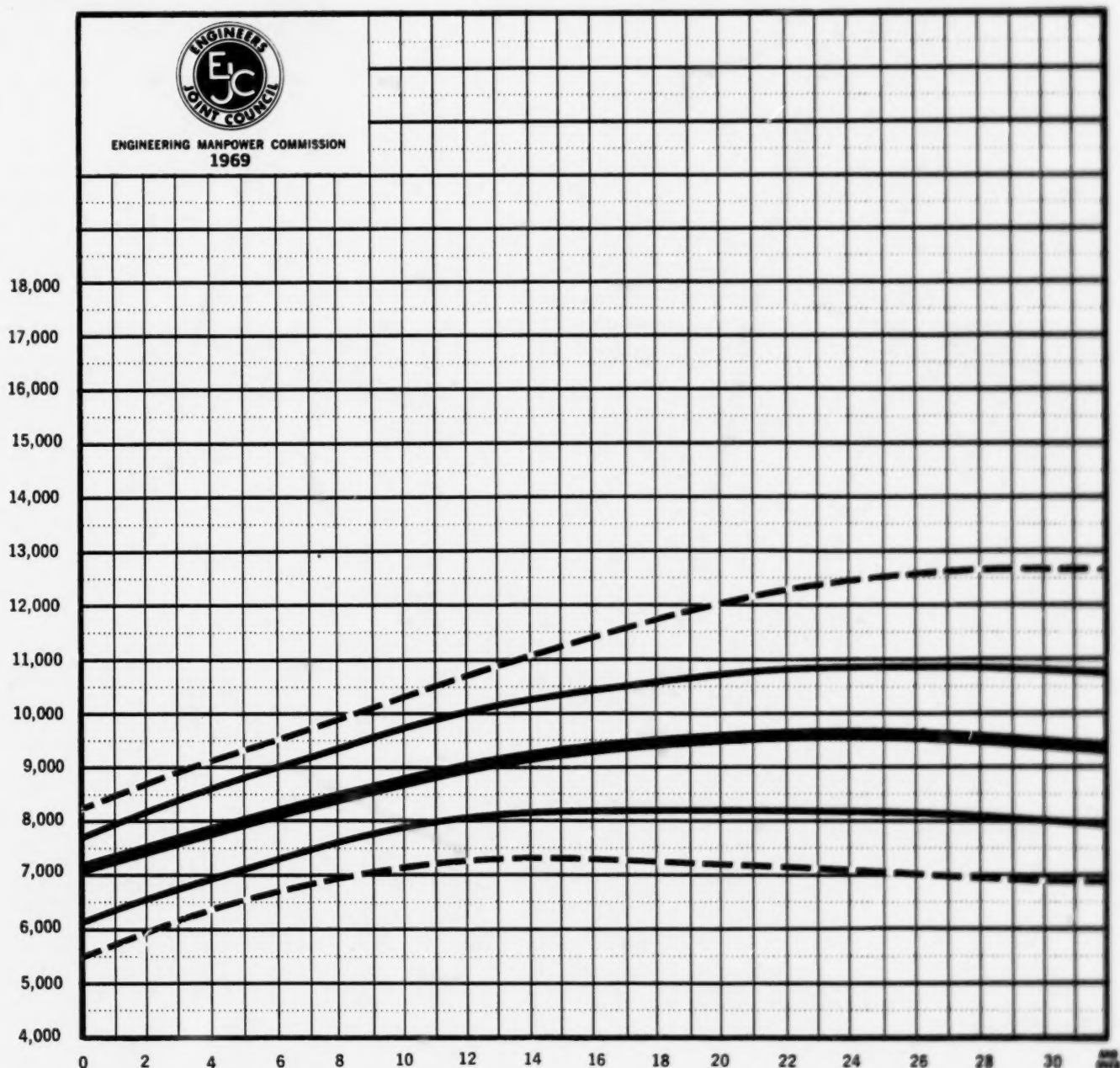
Number of Technicians
covered —

1736

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS CHEMICAL INDUSTRY ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



CHEMICALS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8250	8450	8650	8850	9050	9250	9450	9650	9850
UPPER QUARTILE	7750	8000	8200	8400	8600	8800	9000	9200	9350
MEDIAN	7050	7250	7450	7650	7800	8000	8150	8300	8450
LOWER QUARTILE	6050	6300	6550	6750	6950	7150	7300	7450	7600
LOWER DECILE	5500	5750	6000	6200	6400	6550	6700	6850	6950

MEAN 7000 7200 7350 7550 7750 7950 8100 8300 8450

TOTAL NUMBER	46	45	59	61	50	46	61	74	57
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10250	10850	11400	11850	12250	12500	12650	12600	12000
UPPER QUARTILE	9700	10100	10450	10700	10850	10850	10850	10700	10400
MEDIAN	8750	9100	9350	9500	9550	9550	9450	9300	8950
LOWER QUARTILE	7800	8050	8150	8200	8150	8100	8050	7950	7850
LOWER DECILE	7100	7250	7250	7150	7100	7000	6900	6850	6800

MEAN 8750 9100 9350 9550 9600 9600 9550 9400 9150

TOTAL NUMBER	135	89	93	104	69	77	52	62	70
NUMBERS OVER \$16000	0	0	0	0	1	0	0	1	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

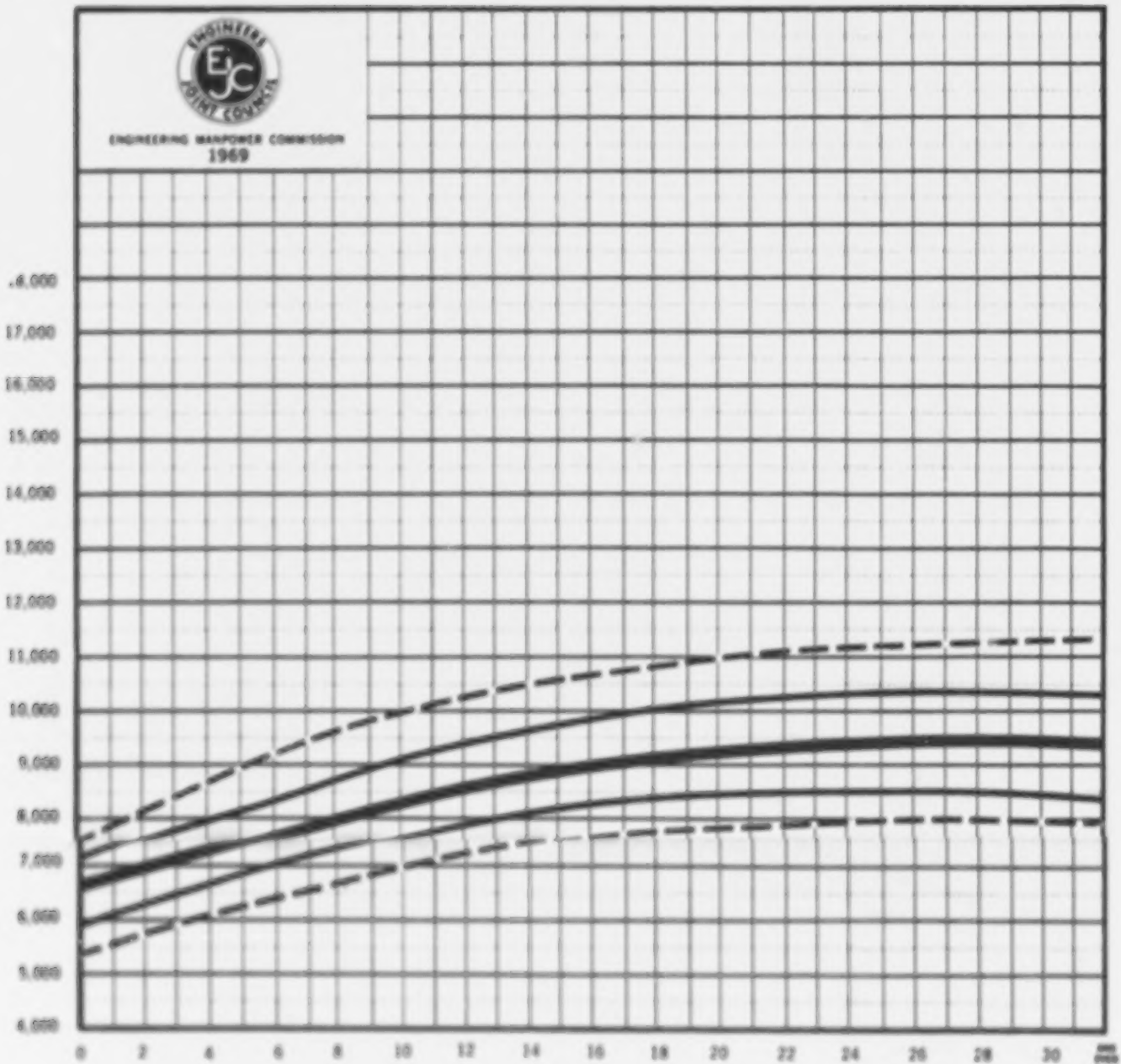
Number of Technicians
covered —

1250

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS PETROLEUM INDUSTRY ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile — — — — —
Upper Quartile — — — — —
Median — — — — —
Lower Quartile — — — — —
Lower Decile — — — — —

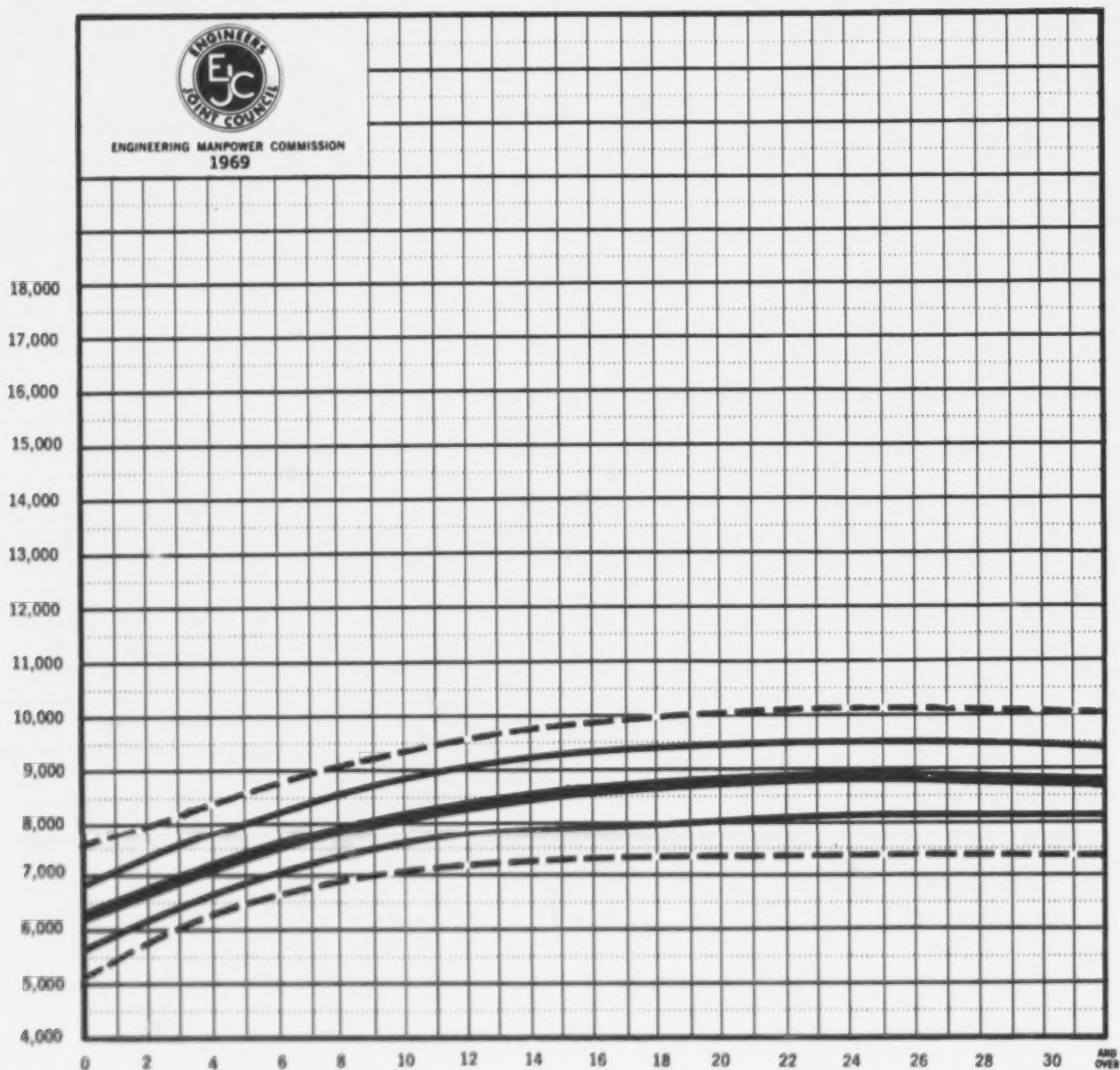
Number of Technicians
covered —

PETROLEUM ALL										
YEARS SINCE G.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7400	7900	8200	8450	8700	8950	9150	9400	9600	
UPPER QUARTILE	7200	7400	7600	7800	8000	8200	8350	8550	8750	
MEDIAN	6800	6750	6950	7150	7300	7500	7650	7850	8000	
LOWER QUARTILE	5950	6150	6350	6500	6700	6900	7050	7200	7350	
LOWER DECILE	5350	5550	5750	5900	6100	6250	6400	6550	6700	
MEAN	6550	6750	6950	7150	7350	7550	7750	7900	8050	
TOTAL NUMBER	23	21	20	25	25	35	34	37	23	
NUMBERS OVER \$10000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE G.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	9950	10950	10700	10900	11100	11200	11250	11300	11350	
UPPER QUARTILE	9050	9500	9850	10100	10250	10350	10450	10500	10550	
MEDIAN	8300	8700	9000	9200	9350	9400	9450	9500	9550	
LOWER QUARTILE	7450	8000	8250	8450	8550	8600	8650	8700	8750	
LOWER DECILE	7000	7350	7600	7800	7900	8000	8050	8100	8150	
MEAN	8400	8800	9100	9300	9400	9450	9500	9550	9600	
TOTAL NUMBER	74	71	64	24	19	55	62	61	64	
NUMBERS OVER \$14000	0	0	0	0	0	0	0	0	1	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

*Base year (0 years since graduation) is 1959. For Associate degree and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ELECTRICAL EQUIPMENT ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



ELECTRICAL EQUIP. ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7550	7750	7950	8200	8400	8550	8750	8900	9050
UPPER QUARTILE	6850	7100	7350	7600	7800	8000	8200	8350	8550
MEDIAN	6300	6550	6750	7000	7200	7400	7600	7750	7900
LOWER QUARTILE	5650	5950	6200	6450	6700	6900	7050	7250	7350
LOWER DECILE	5200	5500	5800	6050	6250	6450	6600	6750	6850
MEAN	6400	6600	6850	7050	7250	7450	7600	7800	7950
TOTAL NUMBER	33	42	46	58	51	47	54	47	50
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9350	9650	9900	10000	10100	10100	10050	10000	9950
UPPER QUARTILE	8800	9150	9350	9450	9500	9500	9500	9450	9400
MEDIAN	8150	8450	8650	8750	8800	8800	8750	8750	8700
LOWER QUARTILE	7600	7800	7950	8000	8050	8100	8100	8100	8100
LOWER DECILE	7050	7200	7300	7350	7350	7400	7400	7400	7400
MEAN	8200	8450	8650	8750	8800	8800	8800	8750	8700
TOTAL NUMBER	133	101	87	92	66	60	49	53	44
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

Number of Technicians
covered —

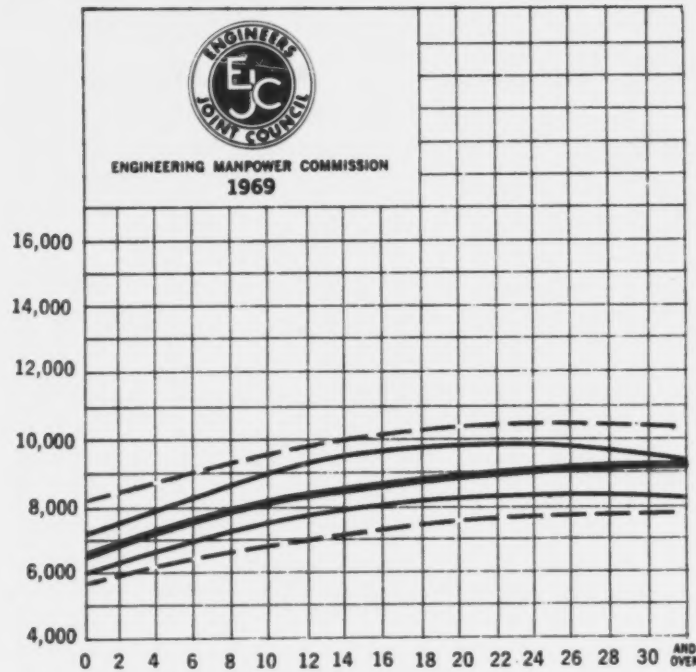
1113

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ELECTRICAL EQUIPMENT

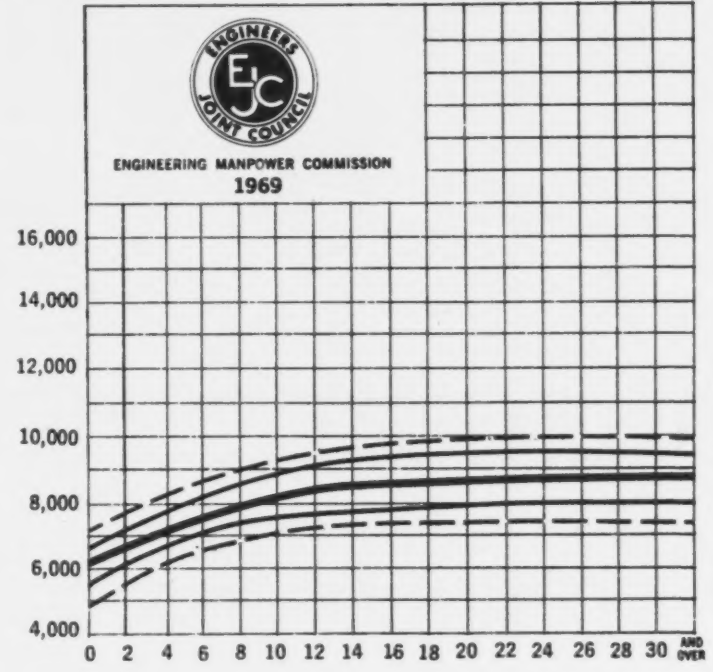
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRICAL EQUIP. GRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8100	8250	8400	8550	8700	8850	9000	9150	9300	
UPPER QUARTILE	7100	7350	7550	7750	7950	8150	8350	8500	8700	
MEDIAN	6600	6750	6950	7150	7300	7500	7650	7800	7900	
LOWER QUARTILE	6000	6200	6400	6550	6750	6900	7050	7200	7350	
LOWER DECILE	5700	5850	6000	6150	6300	6450	6600	6750	6850	
MEAN	6750	6900	7100	7250	7400	7550	7700	7850	8000	
TOTAL NUMBER	13	24	23	24	24	21	14	17	15	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	9550	9900	10150	10350	10450	10450				
UPPER QUARTILE	9000	9400	9650	9800	9800	9700				
MEDIAN	8150	8450	8700	8850	8950	9050				
LOWER QUARTILE	7600	7900	8100	8250	8300	8350				
LOWER DECILE	7100	7350	7550	7700	7800	7850				
MEAN	8250	8600	8800	8950	9050	9050				
TOTAL NUMBER	37	20	13	13	10	8	3	4	3	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

Number of Technicians
covered —

286

ELECTRICAL EQUIP. NONGRADS

YEARS SINCE B.S.	1	2	3	4	5	6	7	8	
UPPER DECILE	7200	7450	7700	7950	8200	8400	8600	8800	9000
UPPER QUARTILE	6500	6850	7100	7400	7650	7900	8150	8350	8500
MEDIAN	6050	6350	6650	6900	7150	7400	7550	7750	7900
LOWER QUARTILE	5400	5750	6100	6400	6650	6900	7050	7250	7400
LOWER DECILE	4900	5300	5650	5950	6200	6400	6600	6750	6850
MEAN	6000	6350	6650	6900	7150	7400	7600	7750	7900
TOTAL NUMBER	20	18	23	34	27	26	40	30	35
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9300	9650	9850	9950	10000	10000	10000	9950	9900
UPPER QUARTILE	8800	9100	9300	9400	9450	9450	9450	9400	9400
MEDIAN	8150	8450	8600	8700	8750	8800	8800	8800	8800
LOWER QUARTILE	7600	7800	7900	7950	8000	8000	8000	8000	8050
LOWER DECILE	7050	7200	7300	7300	7350	7350	7350	7350	7350
MEAN	8150	8450	8600	8650	8700	8750	8750	8750	8750
TOTAL NUMBER	96	81	74	79	56	52	46	49	41
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

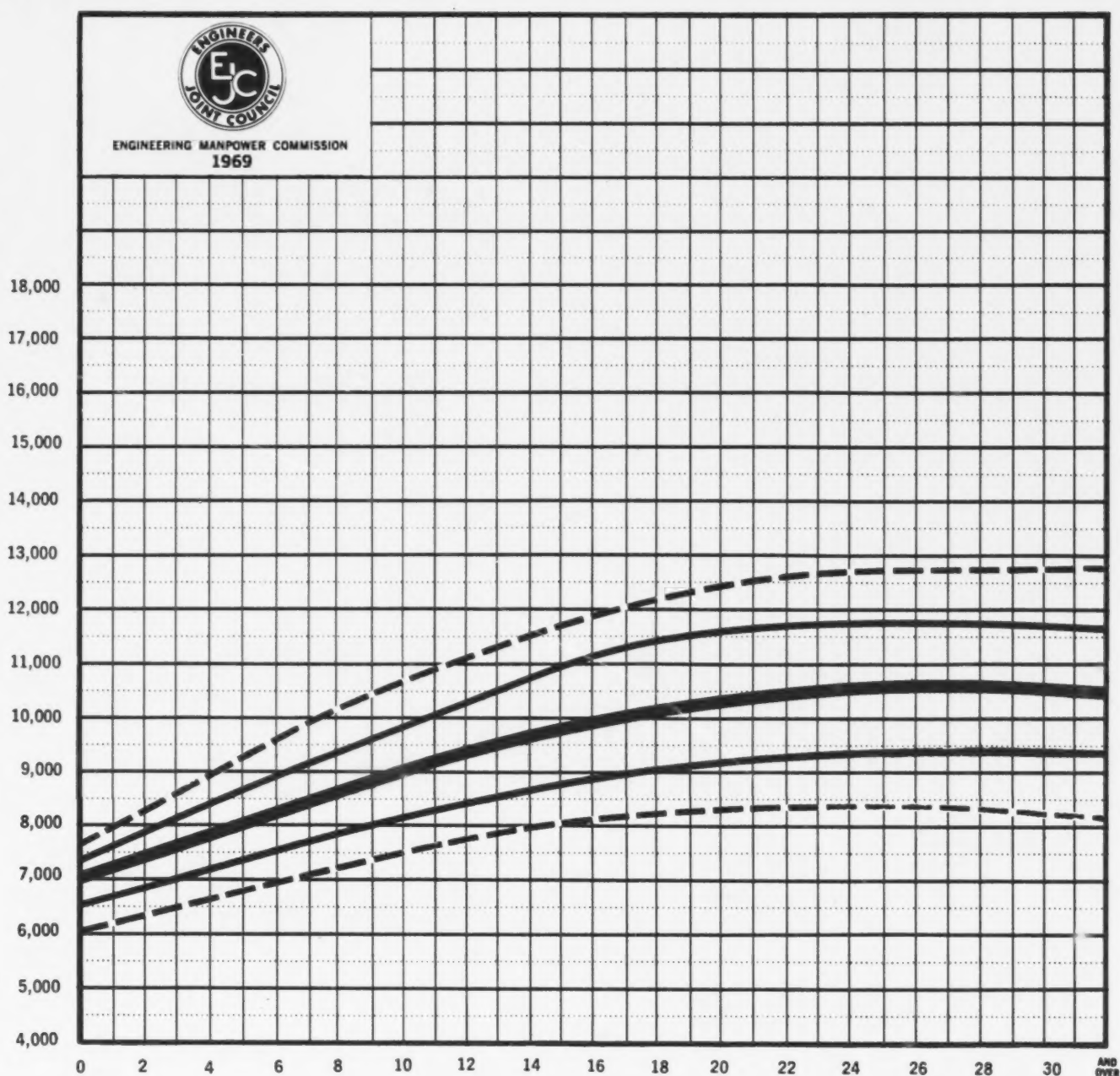
Number of Technicians
covered —

827

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ELECTRONIC EQUIPMENT ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

Number of Technicians
covered —

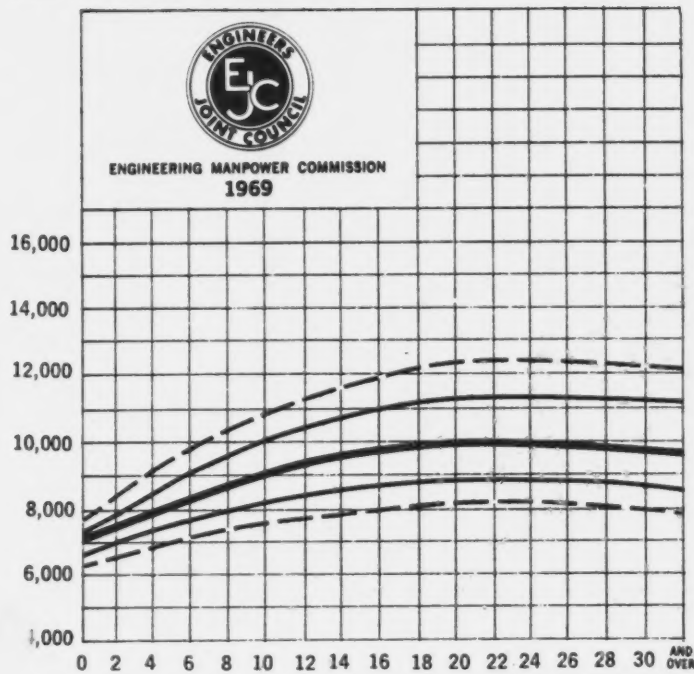
ELECTRONICS MFG. ALL										
YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7650	8000	8300	8650	8950	9250	9550	9850	10150	
UPPER QUARTILE	7300	7550	7850	8100	8400	8650	8900	9150	9400	
MEDIAN	6950	7200	7400	7600	7800	8000	8200	8400	8600	
LOWER QUARTILE	6500	6650	6850	7050	7200	7400	7550	7700	7900	
LOWER DECILE	6000	6200	6350	6500	6650	6850	7000	7100	7250	
MEAN	6900	7150	7350	7600	7800	8050	8250	8450	8650	
TOTAL NUMBER	289	506	675	562	636	717	866	789	660	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10700	11400	11950	12350	12600	12750	12750	12750	12650	
UPPER QUARTILE	9900	10500	11000	11400	11600	11750	11750	11700	11500	
MEDIAN	9000	9500	9900	10250	10450	10550	10550	10450	10100	
LOWER QUARTILE	8200	8600	8950	9200	9350	9400	9400	9300	9000	
LOWER DECILE	7500	7850	8100	8250	8350	8350	8300	8200	8050	
MEAN	9050	9550	9950	10250	10450	10550	10550	10450	10200	
TOTAL NUMBER	1648	1518	1326	1023	769	729	613	527	403	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

14256

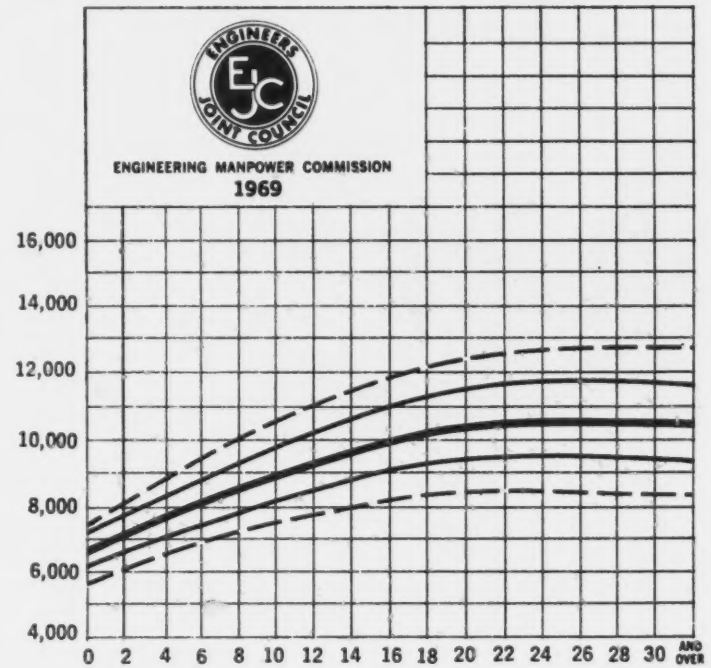
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

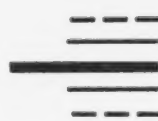
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

ELECTRONICS MFG. GRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7800	8100	8450	8800	9150	9500	9800	10100	10400	
UPPER QUARTILE	7350	7650	7950	8250	8550	8800	9100	9350	9600	
MEDIAN	7100	7300	7550	7750	7950	8150	8350	8550	8700	
LOWER QUARTILE	6750	6900	7100	7250	7400	7550	7700	7850	8000	
LOWER DECILE	6350	6500	6650	6750	6900	7050	7150	7300	7400	
MEAN	7100	7350	7550	7800	8000	8200	8450	8650	8800	
TOTAL NUMBER	192	325	338	232	268	276	320	291	233	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10900	11500	11950	12200	12250	12250	12200	12050	11850	
UPPER QUARTILE	10050	10600	11000	11200	11300	11300	11200	11050	10850	
MEDIAN	9050	9450	9750	9950	10000	9950	9800	9600	9150	
LOWER QUARTILE	8200	8550	8750	8900	8900	8900	8800	8600	8250	
LOWER DECILE	7600	7850	8000	8100	8150	8100	8000	7800	7500	
MEAN	9150	9600	9850	10050	10100	10050	10000	9800	9500	
TOTAL NUMBER	533	391	306	200	131	95	74	49	43	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

4297

Number of Technicians
covered —

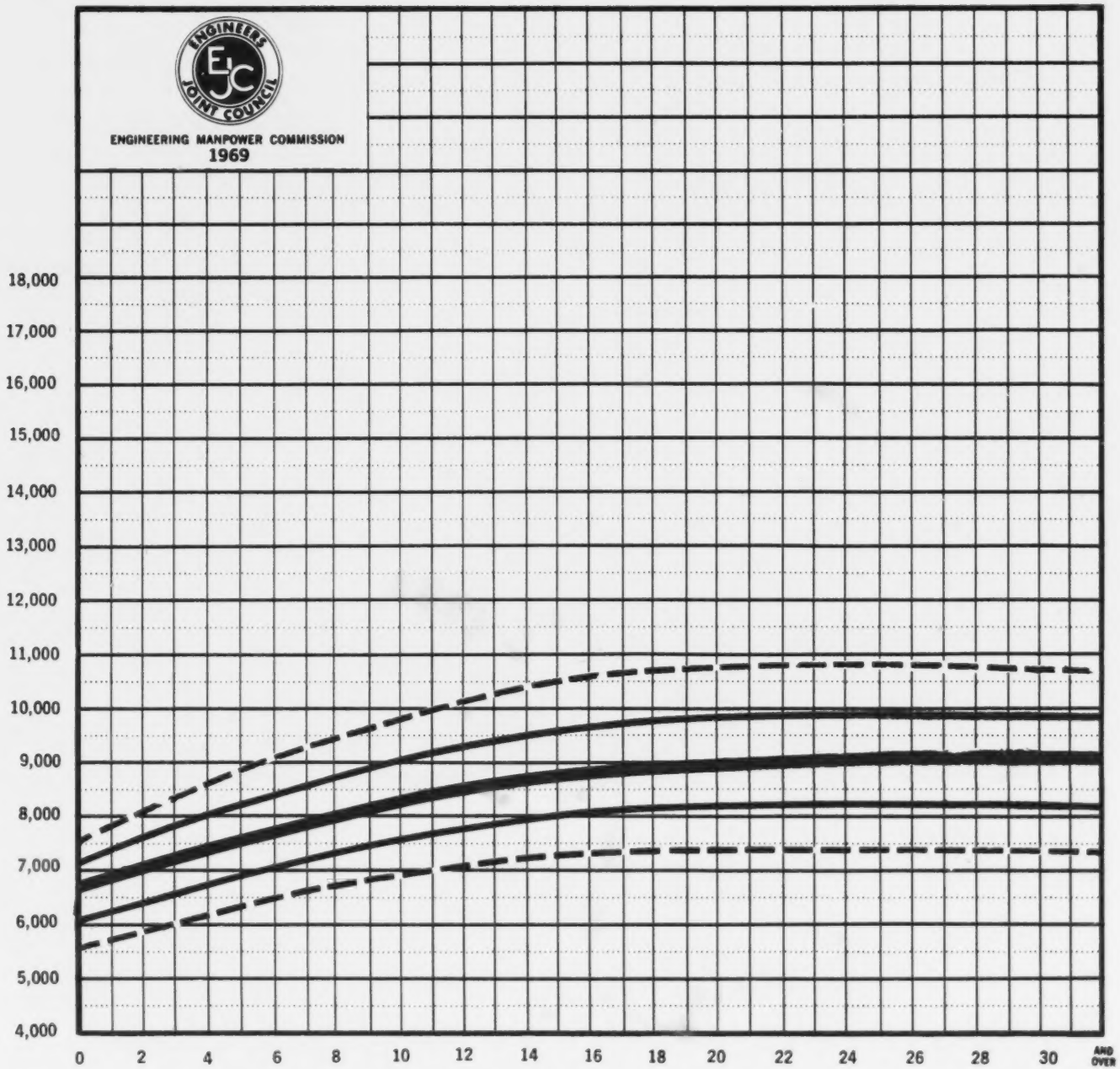
ELECTRONICS MFG. NONGRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7450	7800	8150	8450	8800	9100	9450	9750	10050	
UPPER QUARTILE	7200	7450	7700	8000	8250	8500	8800	9050	9300	
MEDIAN	6750	6950	7200	7450	7650	7900	8100	8350	8550	
LOWER QUARTILE	6150	6350	6600	6800	7000	7250	7450	7650	7850	
LOWER DECILE	5700	5900	6100	6300	6500	6700	6850	7050	7200	
MEAN	6650	6900	7150	7400	7650	7900	8150	8350	8600	
TOTAL NUMBER	97	181	337	330	368	441	546	498	427	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10600	11350	11950	12400	12650	12800	12850	12850	12750	
UPPER QUARTILE	9800	10450	11000	11400	11700	11850	11850	11750	11500	
MEDIAN	8950	9500	10000	10300	10550	10600	10600	10500	10150	
LOWER QUARTILE	8200	8650	9050	9300	9450	9500	9450	9350	9150	
LOWER DECILE	7500	7850	8150	8300	8400	8400	8350	8300	8150	
MEAN	9000	9550	10000	10300	10500	10600	10600	10500	10350	
TOTAL NUMBER	1115	1127	1020	823	638	634	539	478	360	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

9959

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

METAL AND OTHER
MANUFACTURED PRODUCTS
ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



MANUFACTURING AND METALS ALL

YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7500	7800	8050	8300	8550	8800	9050	9250	9450
UPPER QUARTILE	7150	7400	7600	7800	8000	8200	8400	8600	8750
MEDIAN	6700	6900	7050	7200	7400	7550	7700	7850	8000
LOWER QUARTILE	6050	6250	6400	6600	6750	6900	7050	7200	7350
LOWER DECILE	5500	5700	5850	6050	6200	6350	6500	6650	6750
MEAN	6650	6850	7050	7200	7400	7600	7750	7900	8050
TOTAL NUMBER	154	177	248	213	214	217	217	212	196
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9800	10250	10550	10700	10800	10800	10750	10650	10550
UPPER QUARTILE	9050	9400	9650	9800	9850	9900	9850	9800	9700
MEDIAN	8250	8550	8800	8950	9000	9050	9050	9000	8850
LOWER QUARTILE	7550	7850	8050	8150	8200	8200	8200	8150	8050
LOWER DECILE	6950	7200	7300	7400	7400	7400	7400	7350	7350
MEAN	8350	8650	8900	9000	9100	9100	9100	9050	9000
TOTAL NUMBER	524	442	301	351	307	271	237	302	298
NUMBERS OVER \$16000	0	0	0	0	0	0	0	3	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

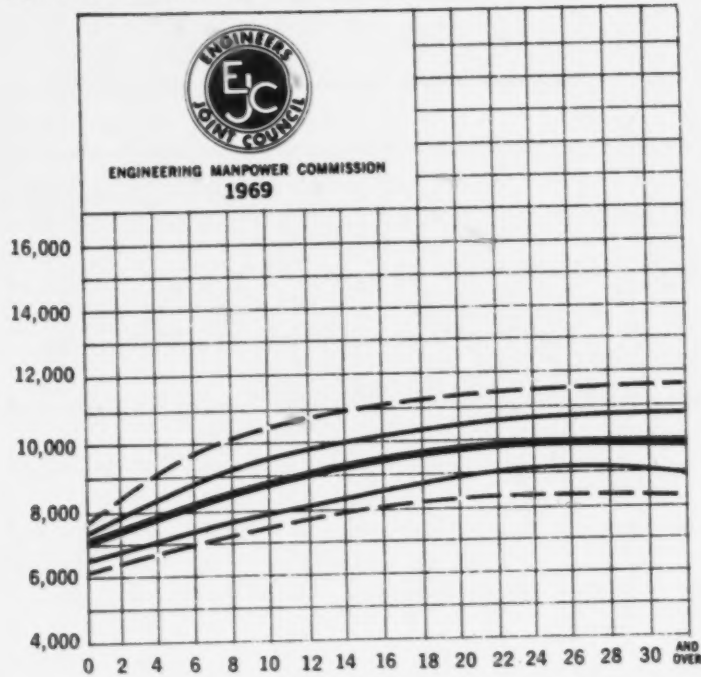
Number of Technicians
covered —

4881

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

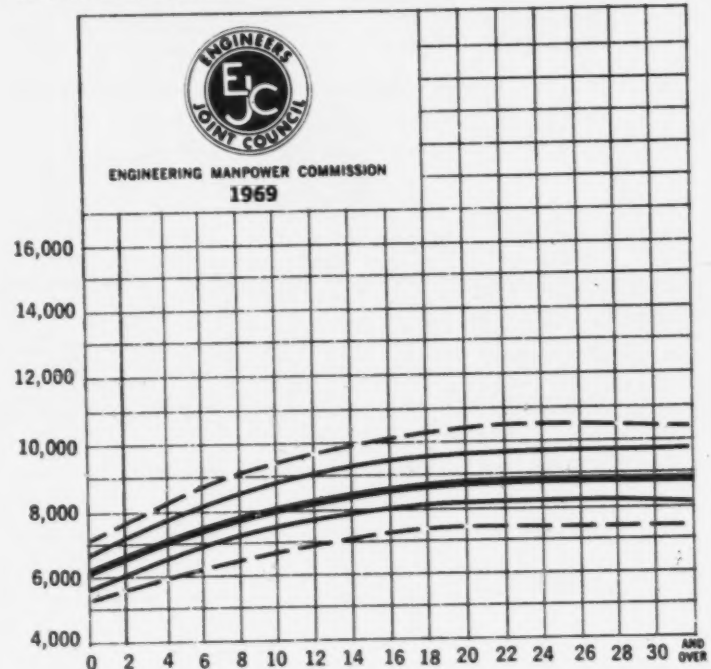
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

Number of Technicians
covered —

MANUFACTURING AND METALS GRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7750	8100	8450	8800	9100	9400	9650	9900	10100	
UPPER QUARTILE	7350	7600	7900	8150	8400	8650	8850	9100	9300	
MEDIAN	7000	7200	7400	7650	7850	8000	8200	8400	8550	
LOWER QUARTILE	6600	6750	6900	7050	7200	7350	7500	7650	7800	
LOWER DECILE	6100	6250	6400	6550	6700	6800	6950	7100	7200	
MEAN	7000	7250	7450	7650	7850	8050	8250	8450	8600	
TOTAL NUMBER	105	92	98	83	76	83	63	57	44	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10500	10950	11250	11400	11500	11600	11600	11650	11650	
UPPER QUARTILE	9650	10050	10350	10550	10650	10750	10750	10800	10800	
MEDIAN	8900	9300	9600	9800	9950	10000	10000	9900	9750	
LOWER QUARTILE	8050	8400	8700	8900	9050	9100	9100	8950	8500	
LOWER DECILE	7450	7750	8000	8150	8300	8350	8350	8300	8150	
MEAN	8950	9300	9600	9800	9900	9950	9950	9950	9900	
TOTAL NUMBER	151	118	57	60	59	40	32	41	23	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	1	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

1282

MFG AND METALS NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7100	7400	7650	7950	8200	8450	8650	8900	9100	
UPPER QUARTILE	6650	6900	7200	7450	7650	7900	8100	8300	8500	
MEDIAN	6100	6400	6650	6850	7100	7300	7500	7700	7850	
LOWER QUARTILE	5650	5850	6100	6300	6500	6700	6900	7050	7200	
LOWER DECILE	5150	5400	5600	5800	6000	6200	6350	6500	6650	
MEAN	6150	6400	6650	6900	7100	7300	7500	7700	7850	
TOTAL NUMBER	49	85	150	130	138	134	154	155	152	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	9500	9950	10250	10450	10500	10550	10550	10450	10400	
UPPER QUARTILE	8800	9150	9350	9500	9600	9600	9650	9650	9650	
MEDIAN	8150	8450	8650	8750	8800	8850	8850	8850	8850	
LOWER QUARTILE	7450	7750	7950	8050	8050	8100	8100	8050	8050	
LOWER DECILE	6850	7050	7200	7300	7300	7300	7300	7300	7300	
MEAN	8150	8500	8700	8800	8900	8950	8950	8950	8950	
TOTAL NUMBER	373	324	244	291	248	231	205	261	275	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

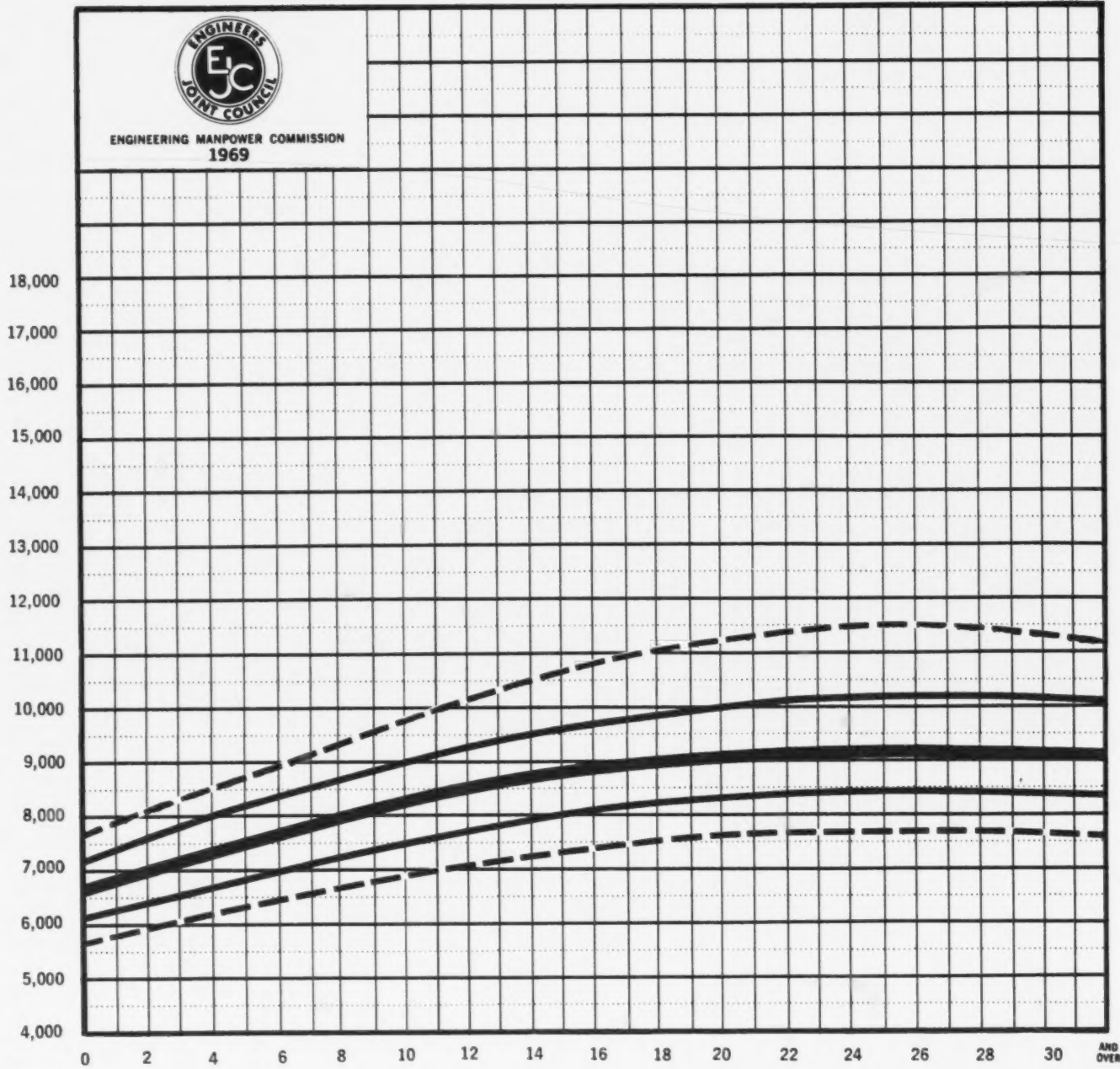
Number of Technicians
covered —

3599

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS
MACHINERY INDUSTRY ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



MACHINERY ALL

YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7650	7900	8100	8300	8500	8750	8950	9150	9350
UPPER QUARTILE	7200	7400	7600	7800	8000	8150	8350	8500	8650
MEDIAN	6650	6850	7000	7200	7350	7550	7700	7850	8000
LOWER QUARTILE	6100	6250	6400	6550	6700	6850	7000	7150	7250
LOWER DECILE	5650	5800	5950	6050	6200	6350	6450	6550	6700
MEAN	6700	6850	7050	7200	7400	7550	7700	7900	8050
TOTAL NUMBER	33	49	71	44	56	67	55	62	52
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9750	10300	10800	11150	11400	11500	11450	11150	10300
UPPER QUARTILE	9000	9400	9700	9950	10100	10150	10150	10050	9850
MEDIAN	8250	8600	8850	9000	9100	9100	9050	9000	8850
LOWER QUARTILE	7500	7850	8100	8250	8400	8450	8400	8350	8150
LOWER DECILE	6900	7200	7400	7550	7650	7650	7650	7550	7300
MEAN	8350	8700	9000	9200	9350	9400	9350	9300	9050
TOTAL NUMBER	117	103	73	81	63	63	57	89	76
NUMBERS OVER \$16000	0	0	0	0	0	0	0	2	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

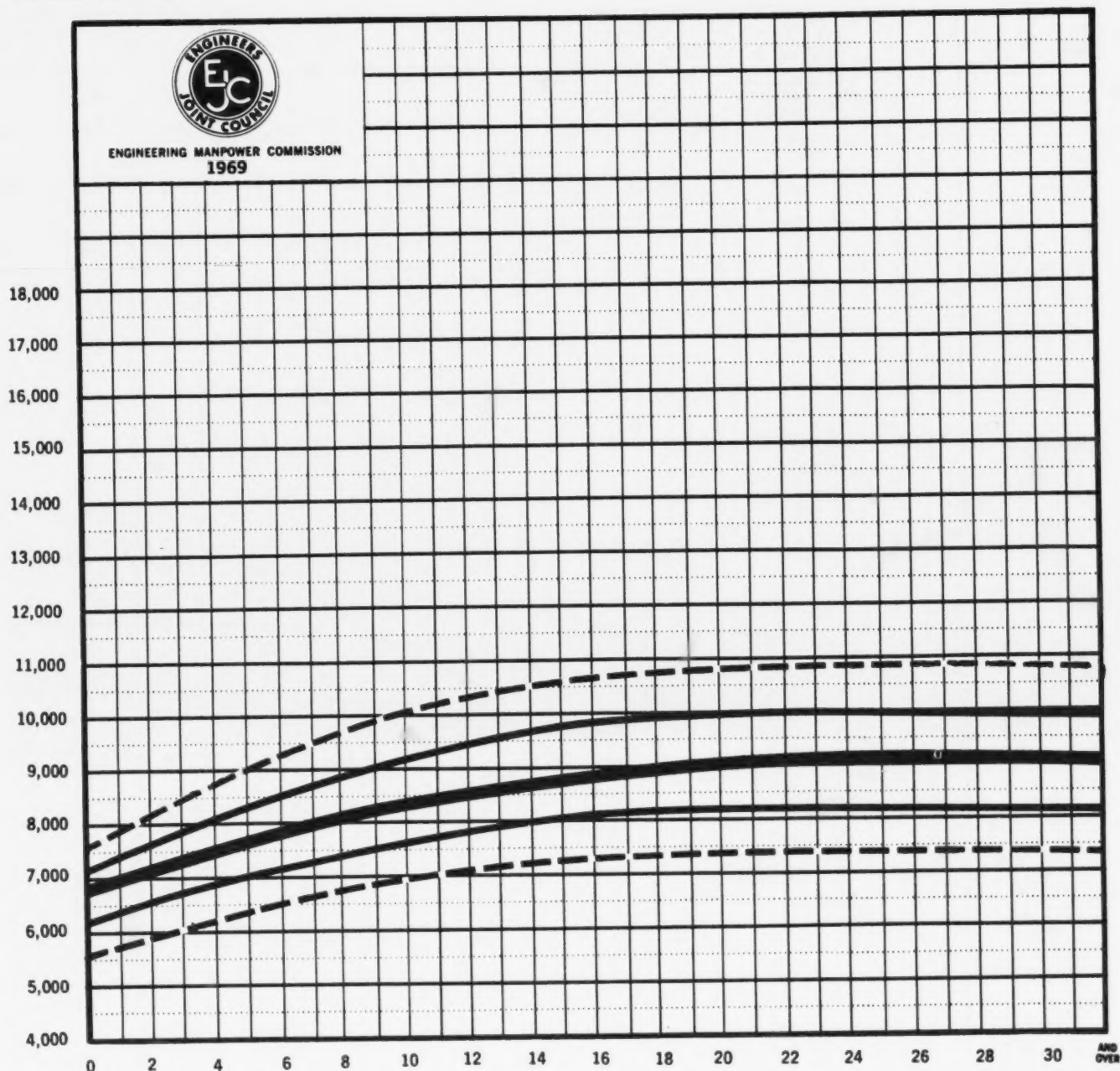
Number of Technicians
covered —

1211

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS METAL PRODUCTS INDUSTRY ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

METAL PRODUCTS ALL									
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7550	7850	8150	8450	8750	9000	9250	9450	9700
UPPER QUARTILE	7200	7450	7650	7900	8100	8300	8500	8700	8850
MEDIAN	6850	7000	7150	7350	7500	7650	7800	7950	8050
LOWER QUARTILE	6200	6350	6550	6700	6850	7000	7150	7300	7400
LOWER DECILE	5550	5750	5900	6050	6200	6350	6500	6650	6750
MEAN	6700	6900	7100	7300	7500	7700	7850	8000	8150
TOTAL NUMBER	88	85	130	109	102	99	102	98	84
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10050	10450	10700	10800	10850	10800	10800	10750	10700
UPPER QUARTILE	9200	9550	9800	9950	10000	10000	9950	9850	9700
MEDIAN	8300	8600	8850	9000	9050	9100	9100	9000	8900
LOWER QUARTILE	7650	7900	8100	8150	8200	8200	8200	8100	8050
LOWER DECILE	6950	7150	7300	7400	7400	7400	7400	7350	7300
MEAN	8400	8750	8950	9050	9100	9150	9100	9050	8950
TOTAL NUMBER	265	233	134	170	158	140	120	144	174
NUMBERS OVER \$16000	0	0	0	0	0	0	0	1	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

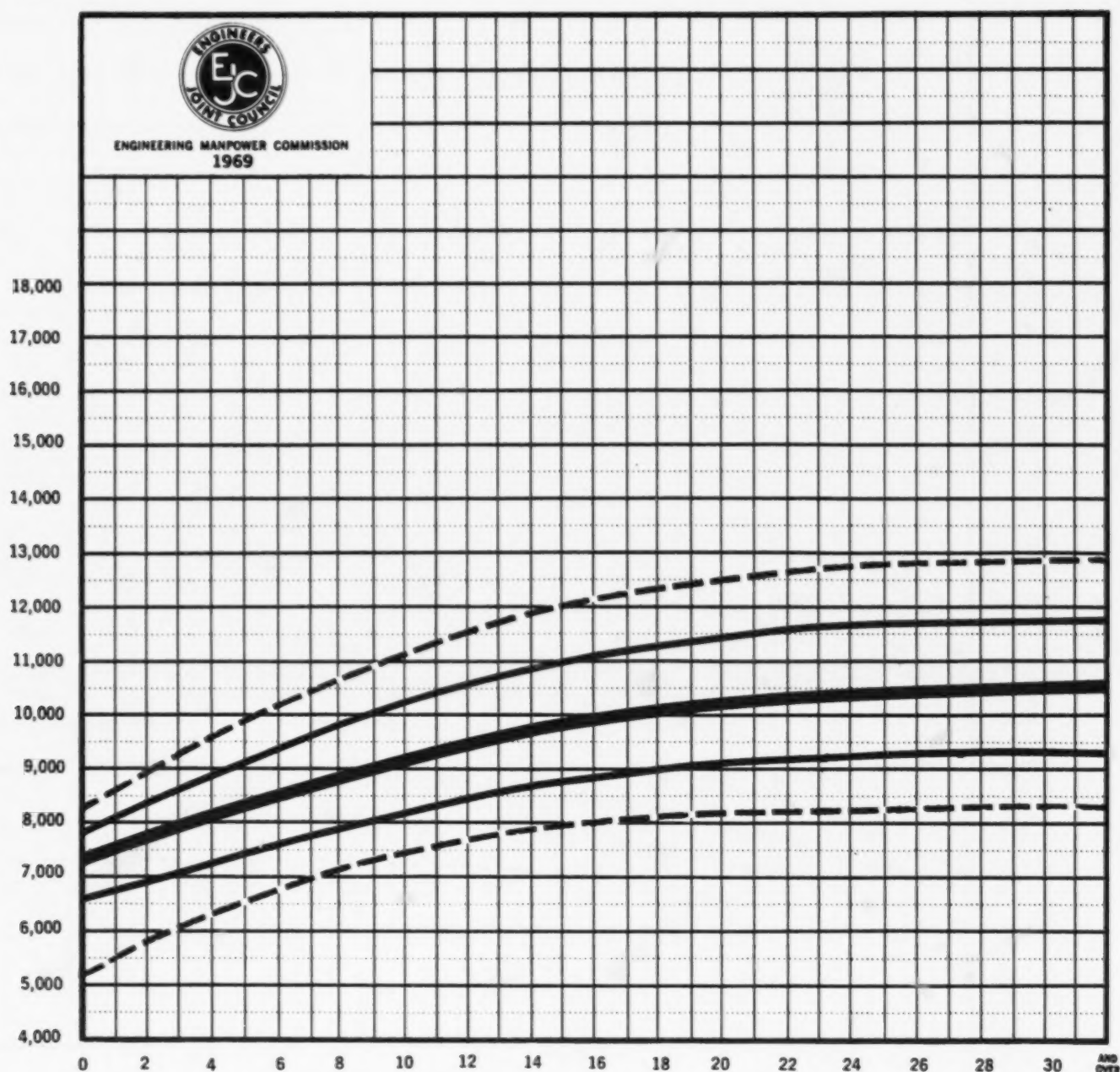
Number of Technicians
covered —

2435

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL NONMANUFACTURING INDUSTRIES ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



NONMANUFACTURING IND. ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8350	8700	9000	9300	9600	9900	10200	10450	10700
UPPER QUARTILE	7850	8100	8400	8650	8900	9150	9400	9600	9850
MEDIAN	7300	7500	7700	7900	8100	8300	8500	8700	8850
LOWER QUARTILE	6550	6700	6900	7100	7250	7400	7600	7750	7900
LOWER DECILE	5200	5500	5800	6050	6300	6550	6750	6950	7150
MEAN	7150	7350	7600	7850	8050	8300	8500	8700	8900
TOTAL NUMBER	535	542	575	491	458	493	577	541	581
NUMBERS OVER \$16000	0	0	0	1	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11150	11750	12150	12450	12650	12800	12850	12900	12900
UPPER QUARTILE	10250	10750	11100	11400	11550	11650	11700	11750	11700
MEDIAN	9200	9600	9950	10200	10350	10450	10500	10500	10400
LOWER QUARTILE	8200	8550	8850	9050	9200	9300	9350	9300	9250
LOWER DECILE	7450	7800	8000	8150	8200	8250	8300	8300	8300
MEAN	9250	9700	10050	10300	10450	10550	10550	10550	10550
TOTAL NUMBER	1614	1417	1238	1254	1063	934	831	1008	1269
NUMBERS OVER \$16000	1	3	2	3	7	6	11	13	19
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

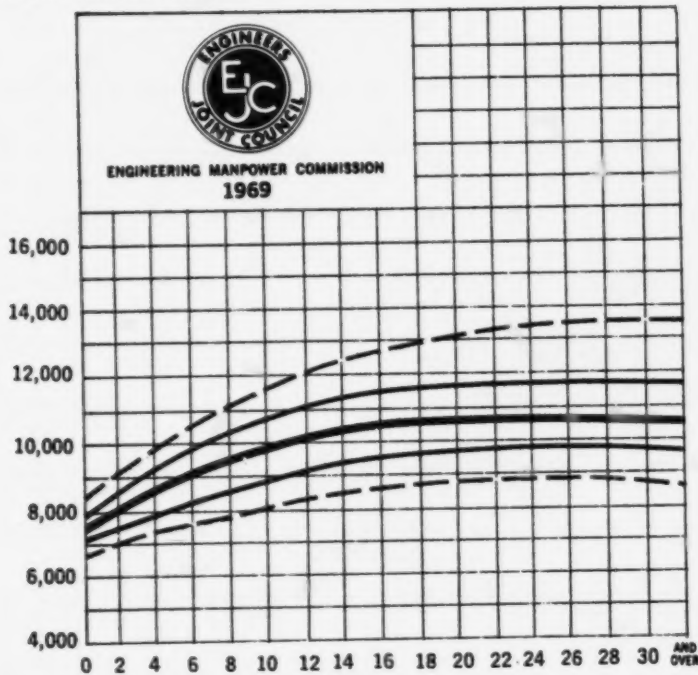
Number of Technicians
covered —

15421

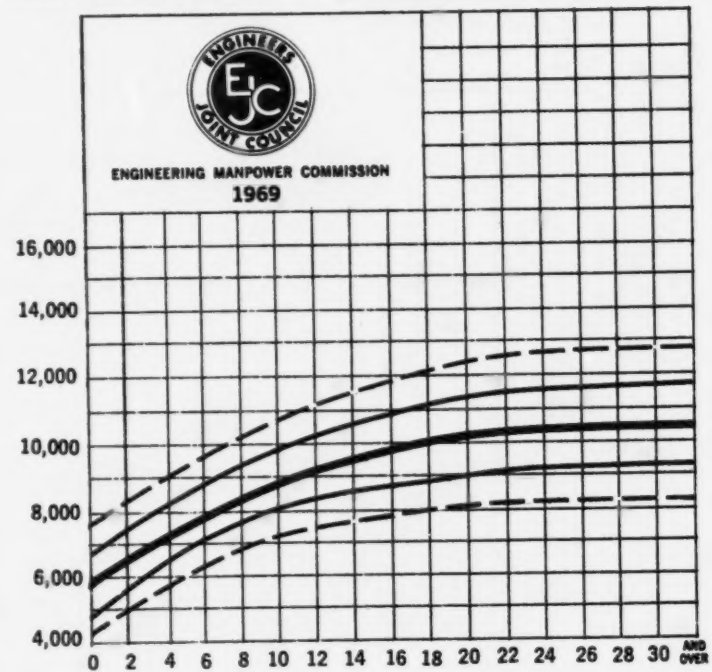
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

NONMANUFACTURING IND. GRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8350	8750	9150	9550	9900	10250	10550	10850	11150	
UPPER QUARTILE	7900	8250	8600	8950	9250	9550	9850	10100	10350	
MEDIAN	7500	7800	8050	8300	8550	8800	9050	9250	9450	
LOWER QUARTILE	7200	7350	7550	7700	7900	8050	8250	8400	8550	
LOWER DECILE	6700	6850	7000	7150	7300	7450	7550	7700	7850	
MEAN	7550	7800	8050	8300	8550	8800	9050	9250	9450	
TOTAL NUMBER	385	401	379	274	237	207	272	215	238	
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	11650	12250	12700	13000	13250	13400	13450	13550	13550	
UPPER QUARTILE	10750	11200	11500	11650	11700	11700	11700	11650	11600	
MEDIAN	9800	10250	10550	10650	10700	10650	10550	10400	10150	
LOWER QUARTILE	8850	9250	9550	9750	9850	9850	9800	9550	8900	
LOWER DECILE	8100	8400	8650	8800	8900	8900	8800	8550	7950	
MEAN	9850	10300	10650	10850	10900	10900	10850	10700	10450	
TOTAL NUMBER	589	450	327	285	157	93	75	103	107	
NUMBERS OVER \$16000	1	0	1	2	3	1	3	5	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

Number of Technicians
covered —

4794

NONMANUFACTURING IND. NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	7700	8050	8400	8700	9000	9350	9650	9950	10200	
UPPER QUARTILE	6800	7150	7500	7850	8150	8500	8800	9100	9350	
MEDIAN	5800	6200	6550	6950	7300	7600	7900	8200	8500	
LOWER QUARTILE	4950	5350	5750	6100	6450	6800	7100	7350	7600	
LOWER DECILE	4250	4650	5000	5350	5700	6050	6350	6600	6850	
MEAN	6100	6400	6750	7100	7400	7700	8000	8250	8500	
TOTAL NUMBER	150	141	196	217	221	286	305	326	343	
NUMBERS OVER \$16000	0	0	0	1	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10750	11450	11950	12350	12600	12750	12800	12850	12850	
UPPER QUARTILE	9850	10500	10950	11250	11500	11650	11700	11750	11750	
MEDIAN	8950	9450	9850	10100	10250	10350	10400	10450	10450	
LOWER QUARTILE	8050	8500	8800	8950	9100	9150	9150	9200	9200	
LOWER DECILE	7250	7650	7900	8050	8150	8200	8250	8250	8250	
MEAN	8950	9500	9850	10150	10300	10450	10500	10550	10550	
TOTAL NUMBER	1025	967	911	969	906	841	756	905	1162	
NUMBERS OVER \$16000	0	3	1	1	4	5	8	19	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

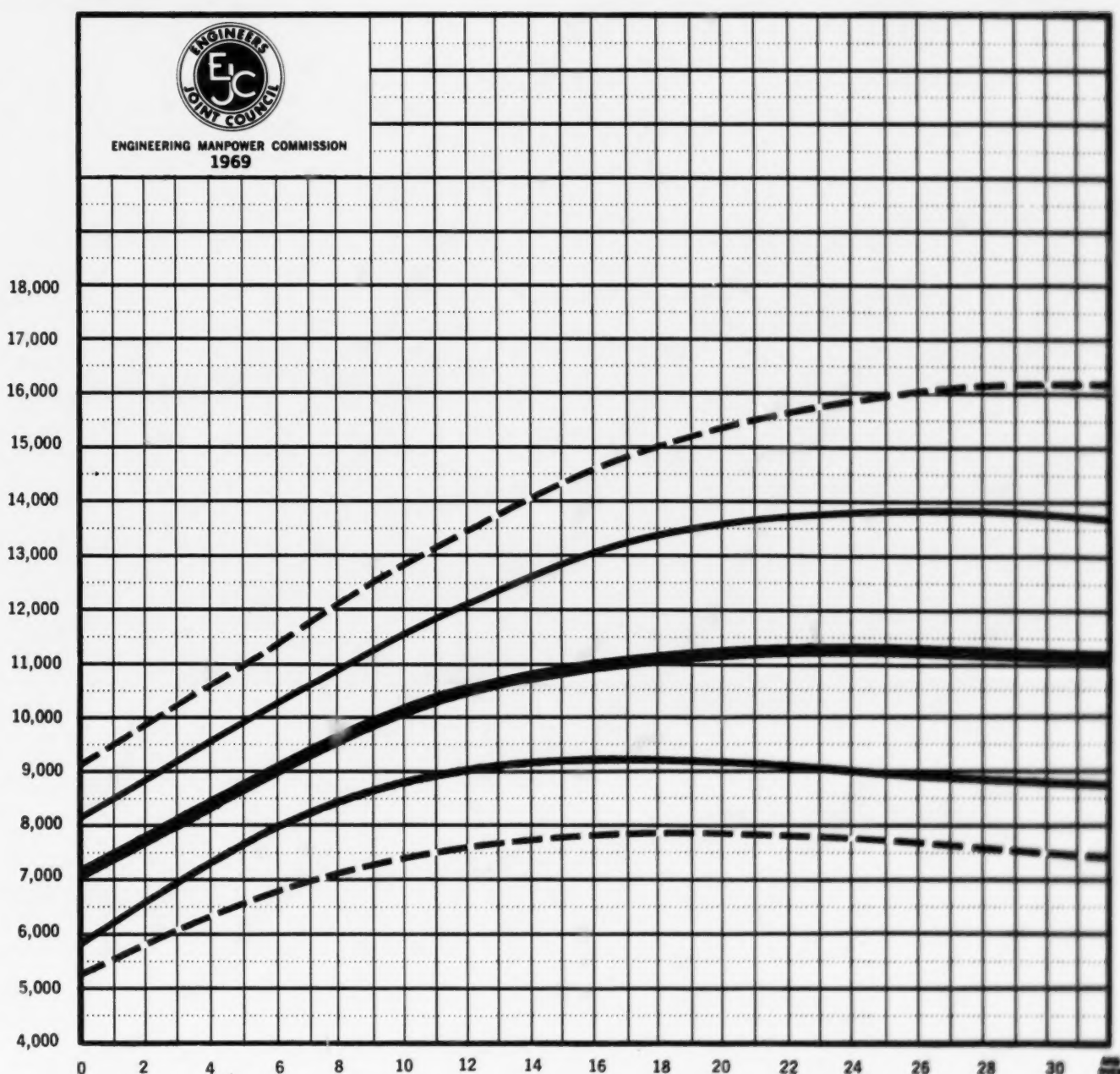
Number of Technicians
covered —

10627

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

CONSTRUCTION AND MINING ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



CONSTRUCTION AND MINING ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	9150	9550	9900	10250	10650	11000	11350	11750	12100
UPPER QUARTILE	8150	8500	8850	9200	9550	9950	10250	10600	10950
MEDIAN	7100	7400	7750	8100	8400	8750	9050	9350	9600
LOWER QUARTILE	5800	6200	6600	6950	7350	7700	8000	8250	8500
LOWER DECILE	5300	5550	5850	6100	6350	6550	6800	7000	7150
MEAN	7100	7450	7800	8100	8450	8750	9050	9350	9650
TOTAL NUMBER	14	21	20	19	26	26	22	20	22
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	12800	13750	14550	15200	15650	15950	16100	16150	15950
UPPER QUARTILE	11550	12400	13050	13500	13750	13850	13850	13700	13450
MEDIAN	10100	10650	11000	11200	11250	11250	11200	11100	11000
LOWER QUARTILE	8850	9150	9250	9200	9050	8900	8800	8700	8650
LOWER DECILE	7450	7700	7850	7850	7750	7650	7550	7450	7350
MEAN	10100	10700	11100	11350	11450	11450	11400	11350	11250
TOTAL NUMBER	51	83	34	46	50	39	32	48	55
NUMBERS OVER \$16000	0	3	1	1	4	4	4	7	7
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

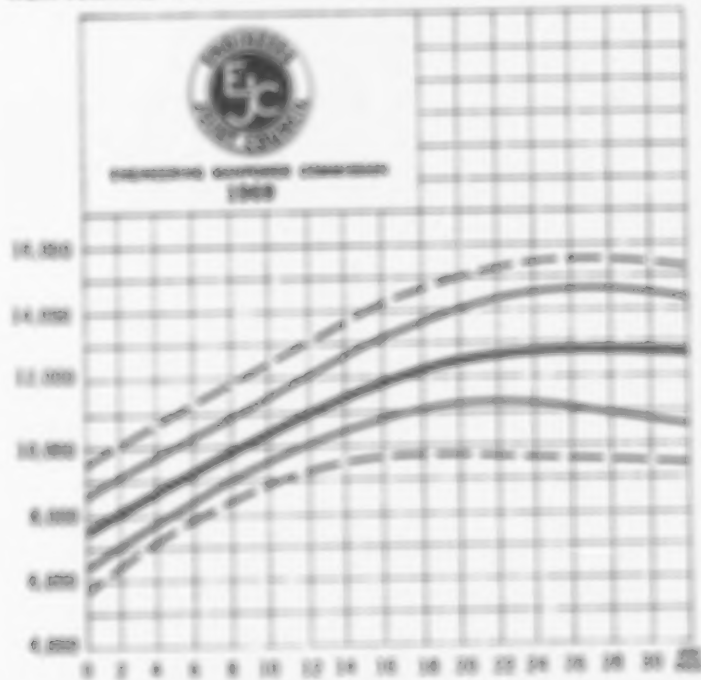
Number of Technicians
covered —

628

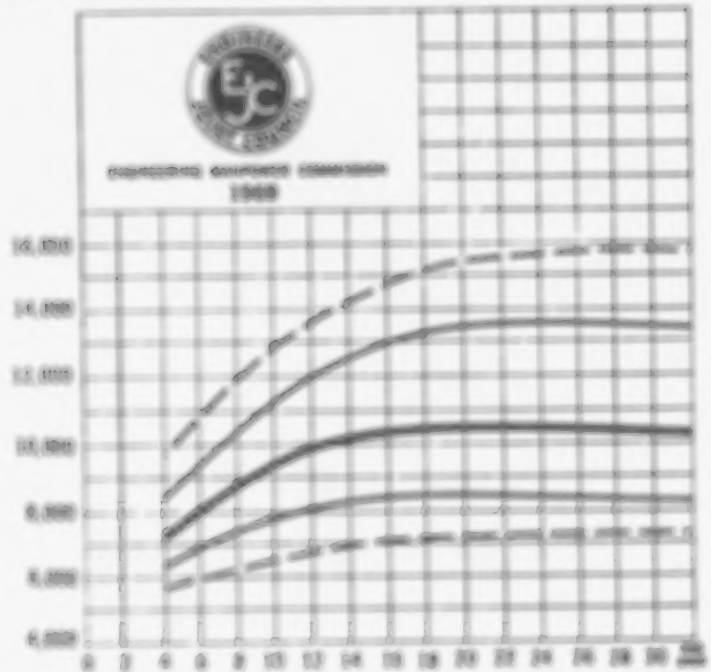
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Grade
Upper Quartile
Median
Lower Quartile
Lower Grade

CONSTRUCTION AND MINING UNITS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	9
UPPER GRADE	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500
UPPER QUARTILE	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500
MEDIAN	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
LOWER QUARTILE	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500
LOWER GRADE	\$6,000	\$6,500	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500
MEAN	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
TOTAL NUMBER	10	10	10	10	10	10	10	10	10	10
NUMBER UNDER \$10,000	0	0	0	0	0	0	0	0	0	0
NUMBER UNDER \$11,000	0	0	0	0	0	0	0	0	0	0

Number of technicians
covered —

244

CONSTRUCTION AND MINING UNITS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	9
UPPER GRADE	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500
UPPER QUARTILE	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500
MEDIAN	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
LOWER QUARTILE	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500
LOWER GRADE	\$6,000	\$6,500	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500
MEAN	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
TOTAL NUMBER	10	10	10	10	10	10	10	10	10	10
NUMBER UNDER \$10,000	0	0	0	0	0	0	0	0	0	0
NUMBER UNDER \$11,000	0	0	0	0	0	0	0	0	0	0

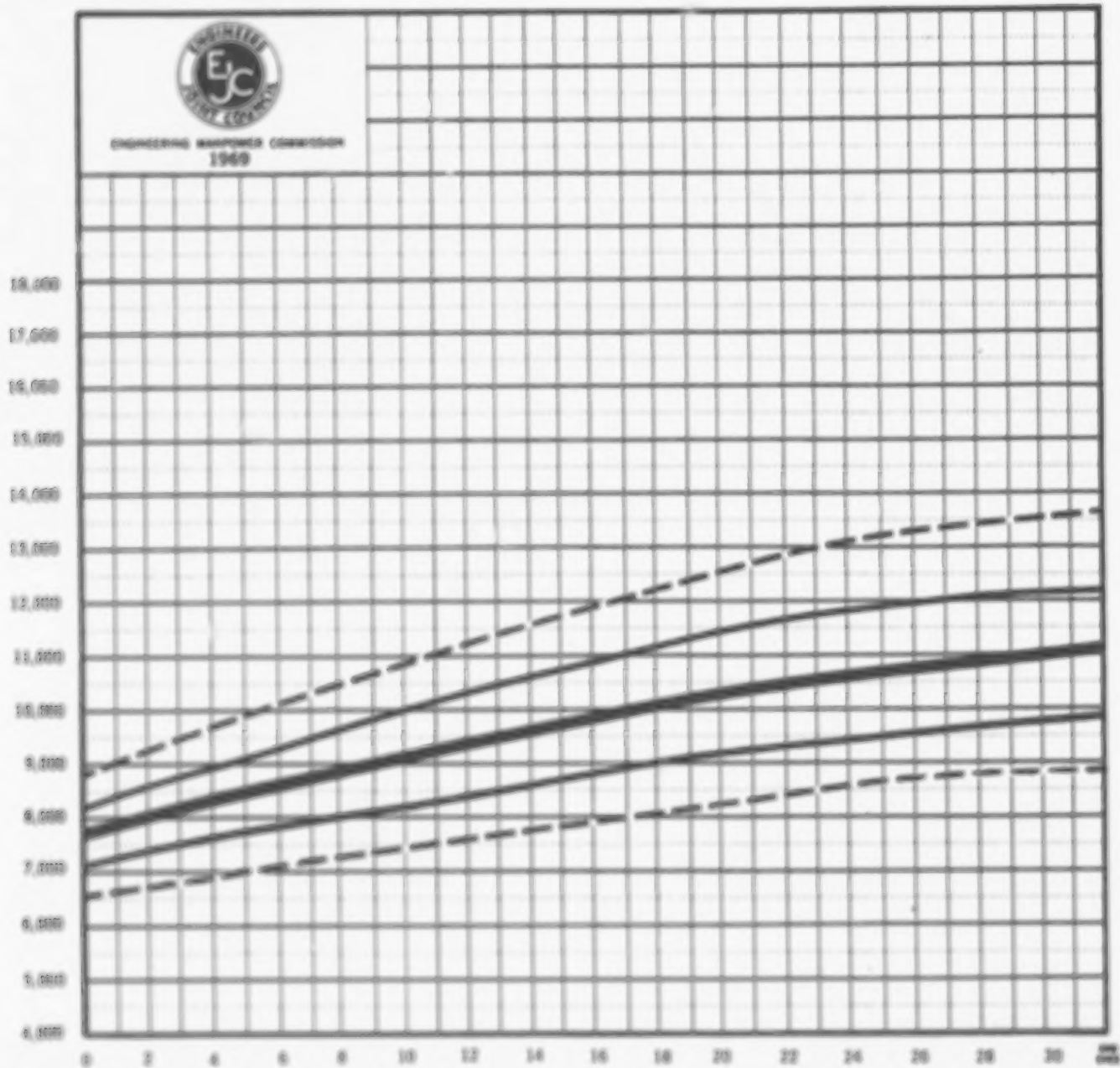
Number of technicians
covered —

244

*Base year of years since graduation is 1968. For graduates degree and non-graduates this is considered equivalent to age 21. For Institute's degree the equivalent age is 22.

ELECTRIC UTILITIES ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



ELECTRIC UTILITIES ALL

YEARS SINCE GRAD	0	1	2	3	4	5	6	7	8
UPPER QUINTILE	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000
UPPER QUARTILE	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000	\$11,500
MEDIAN	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000
LOWER QUARTILE	\$6,500	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500
LOWER QUINTILE	\$6,000	\$6,500	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000
MEAN	\$7,000	\$7,500	\$8,000	\$8,500	\$9,000	\$9,500	\$10,000	\$10,500	\$11,000
PERCENT QUANTILES	100	100	100	100	100	100	100	100	100
NUMBER OVER \$10,000	0	0	0	1	0	0	0	0	0
NUMBER UNDER \$10,000	0	0	0	0	0	0	0	0	0
YEARS SINCE GRAD	9	10-14	15-17	18-20	21-25	26-30	31-35	36-40	41
UPPER QUINTILE	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500	\$16,000	\$16,500
UPPER QUARTILE	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500	\$16,000
MEDIAN	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500
LOWER QUARTILE	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000
LOWER QUINTILE	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500
MEAN	\$11,500	\$12,000	\$12,500	\$13,000	\$13,500	\$14,000	\$14,500	\$15,000	\$15,500
PERCENT QUANTILES	100	100	100	100	100	100	100	100	100
NUMBER OVER \$10,000	0	0	0	1	1	0	0	0	0
NUMBER UNDER \$10,000	0	0	0	0	0	0	0	0	0

LEGEND

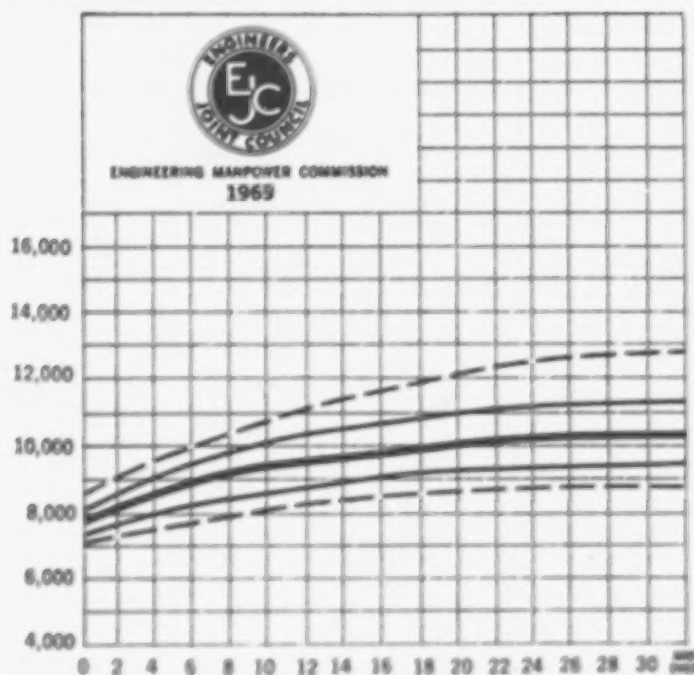
Upper Quintile
Upper Quartile
Median
Lower Quartile
Lower Quintile

Number of Technicians
covered —

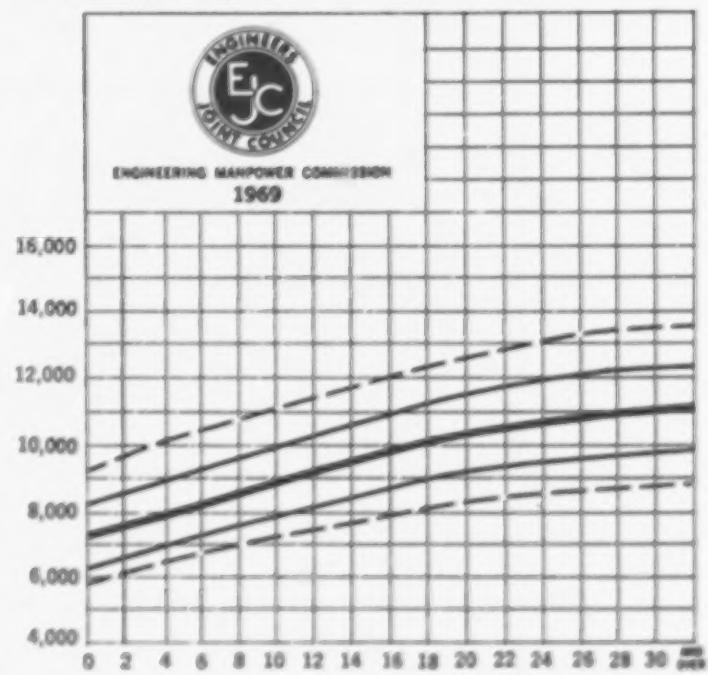
*Base year (0 years since graduation) is 1969. For Associate degree and non-graduate this is considered equivalent to age (22). For Bachelor's degree the equivalent age is 25.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

Number of Technicians
covered —

ELECTRIC UTILITIES GRADS										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8600	8850	9050	9300	9550	9750	9950	10150	10350	
UPPER QUARTILE	8150	8350	8600	8850	9050	9250	9400	9600	9750	
MEDIAN	7800	8000	8200	8400	8550	8700	8850	9000	9150	
LOWER QUARTILE	7400	7600	7750	7850	8000	8150	8250	8350	8450	
LOWER DECILE	7150	7250	7350	7450	7550	7650	7750	7850	7900	
MEAN	7800	8000	8200	8400	8550	8750	8900	9050	9150	
TOTAL NUMBER	84	111	87	78	57	64	70	49	44	
NUMBERS OVER \$14000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	10750	11250	11450	12000	12300	12550	12700	12950	12950	
UPPER QUARTILE	10050	10450	10700	10950	11100	11200	11300	11350	11400	
MEDIAN	9350	9650	9850	10000	10100	10200	10250	10250	10300	
LOWER QUARTILE	8650	8900	9050	9200	9300	9350	9400	9450	9450	
LOWER DECILE	8100	8300	8500	8600	8700	8800	8800	8800	8850	
MEAN	9400	9750	10000	10200	10300	10400	10500	10550	10600	
TOTAL NUMBER	131	96	62	55	38	13	9	13	22	
NUMBERS OVER \$14000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

1993

ELECTRIC UTILITIES NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	9350	9550	9700	9850	10050	10200	10400	10550	10700	
UPPER QUARTILE	8200	8350	8550	8700	8900	9050	9250	9450	9600	
MEDIAN	7250	7400	7600	7750	7900	8100	8300	8450	8600	
LOWER QUARTILE	6750	6900	7100	7250	7400	7550	7750	7900	8050	
LOWER DECILE	5900	6050	6150	6300	6450	6600	6750	6850	7000	
MEAN	7000	7150	7300	7450	7650	7800	8000	8150	8300	
TOTAL NUMBER	23	46	54	61	61	72	76	83	88	
NUMBERS OVER \$14000	0	0	0	1	0	0	0	0	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	11050	11500	11700	12000	12300	12500	12700	12900	13000	
UPPER QUARTILE	9950	10400	10650	11000	11250	11500	11700	11900	12000	
MEDIAN	8950	9400	9650	9900	10100	10300	10500	10700	10800	
LOWER QUARTILE	7950	8300	8550	8800	9000	9200	9400	9600	9700	
LOWER DECILE	7250	7400	7500	7650	7800	7900	8000	8100	8200	
MEAN	8550	9000	9250	9500	9700	9900	10100	10300	10400	
TOTAL NUMBER	291	245	205	161	105	277	245	272	406	
NUMBERS OVER \$14000	0	0	0	1	1	0	0	1	0	
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	

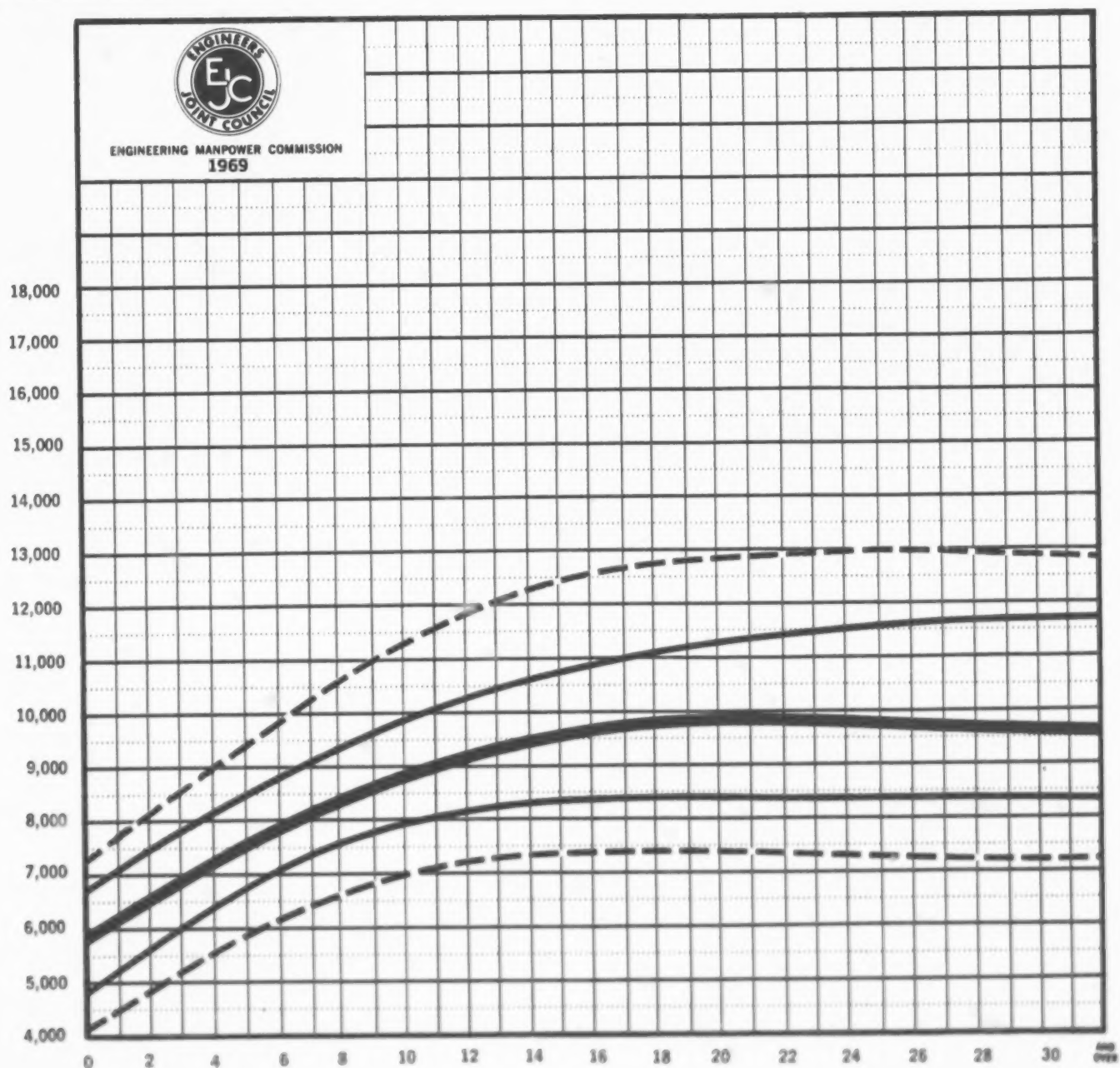
Number of Technicians
covered —

2003

*One year (0 years since graduation) is 1993. For Associate degrees and non-graduates this is considered equivalent to age 23. For Bachelor's degrees the equivalent age is 25.

ENGINEERING AND CONSULTING FIRMS ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile — — — —
Upper Quartile — — —
Median — — — — —
Lower Quartile — — — —
Lower Decile — — — —

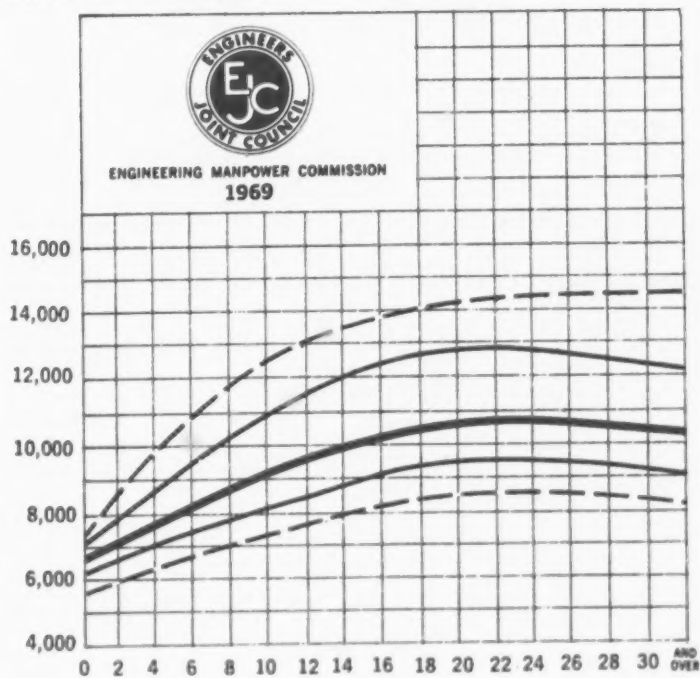
Number of Technicians
covered —

ENGINEERING CONSULTING ALL									
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7300	7700	8150	8600	9000	9450	9850	10250	10600
UPPER QUARTILE	6750	7100	7500	7850	8200	8500	8800	9100	9400
MEDIAN	5950	6300	6600	6950	7250	7550	7850	8100	8400
LOWER QUARTILE	4850	5250	5650	6050	6450	6750	7100	7350	7600
LOWER DECILE	4150	4500	4850	5200	5550	5900	6150	6450	6650
MEAN	5850	6200	6600	6950	7300	7650	7950	8250	8550
TOTAL NUMBER	136	114	143	149	138	161	168	179	172
NUMBERS OVER \$14000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11250	12050	12550	12950	12950	13000	12950	12850	12750
UPPER QUARTILE	9900	10500	10950	11250	11450	11600	11650	11700	11750
MEDIAN	8850	9350	9650	9800	9800	9750	9650	9550	9450
LOWER QUARTILE	7950	8250	8400	8450	8400	8400	8400	8350	8350
LOWER DECILE	7050	7300	7400	7400	7350	7250	7200	7200	7150
MEAN	9000	9500	9800	9900	9950	9950	9950	9950	9950
TOTAL NUMBER	421	329	284	238	213	177	135	160	282
NUMBERS OVER \$14000	1	0	1	1	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

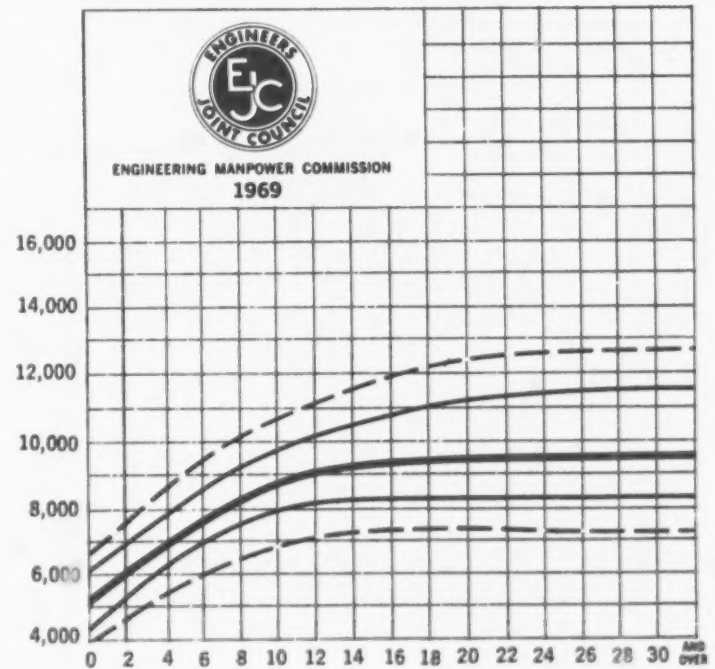
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES



Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

Number of Technicians
covered —

ENGINEERING CONSULTING GRADS

YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7400	8050	8700	9300	9900	10450	10950	11400	11850
UPPER QUARTILE	7100	7450	7850	8300	8700	9100	9500	9900	10250
MEDIAN	6700	6950	7200	7500	7750	8000	8250	8500	8750
LOWER QUARTILE	6200	6400	6600	6850	7050	7250	7450	7650	7850
LOWER DECILE	5650	5800	5950	6150	6300	6500	6650	6850	7000
MEAN	6650	6950	7300	7600	7900	8250	8550	8850	9150
TOTAL NUMBER	52	55	46	46	47	32	50	58	42
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	12550	13300	13800	14100	14250	14350	14350	14400	14400
UPPER QUARTILE	10950	11850	12450	12750	12800	12650	12400	12050	11550
MEDIAN	9250	9850	10350	10650	10800	10750	10600	10250	9500
LOWER QUARTILE	8200	8700	9100	9400	9550	9500	9350	9000	8200
LOWER DECILE	7300	7750	8150	8400	8550	8550	8450	8150	7350
MEAN	9700	10350	10850	11150	11200	11100	10900	10550	10050
TOTAL NUMBER	94	70	51	48	33	26	16	26	39
NUMBERS OVER \$16000	1	0	0	1	2	0	2	1	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

831

ENGINEERING CONSULT NONGRADS

YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	6700	7200	7650	8100	8550	8950	9400	9750	10100
UPPER QUARTILE	6150	6600	7000	7400	7800	8200	8550	8950	9200
MEDIAN	5100	5650	6100	6600	7050	7400	7750	8050	8350
LOWER QUARTILE	4350	4850	5350	5800	6250	6650	7000	7250	7500
LOWER DECILE	3950	4300	4650	5050	5400	5700	6000	6300	6500
MEAN	5250	5750	6200	6650	7050	7450	7750	8100	8350
TOTAL NUMBER	84	59	97	103	91	129	118	121	130
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10750	11450	12000	12350	12550	12700	12750	12750	12800
UPPER QUARTILE	9700	10350	10800	11100	11250	11400	11450	11500	11500
MEDIAN	8750	9150	9550	9850	9950	9950	9850	9550	9050
LOWER QUARTILE	7850	8150	8250	8300	8300	8300	8300	8300	8300
LOWER DECILE	6850	7150	7250	7250	7200	7150	7100	7100	7100
MEAN	8800	9250	9500	9650	9750	9800	9800	9850	9850
TOTAL NUMBER	327	299	233	190	180	151	119	140	243
NUMBERS OVER \$16000	0	0	1	0	0	2	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

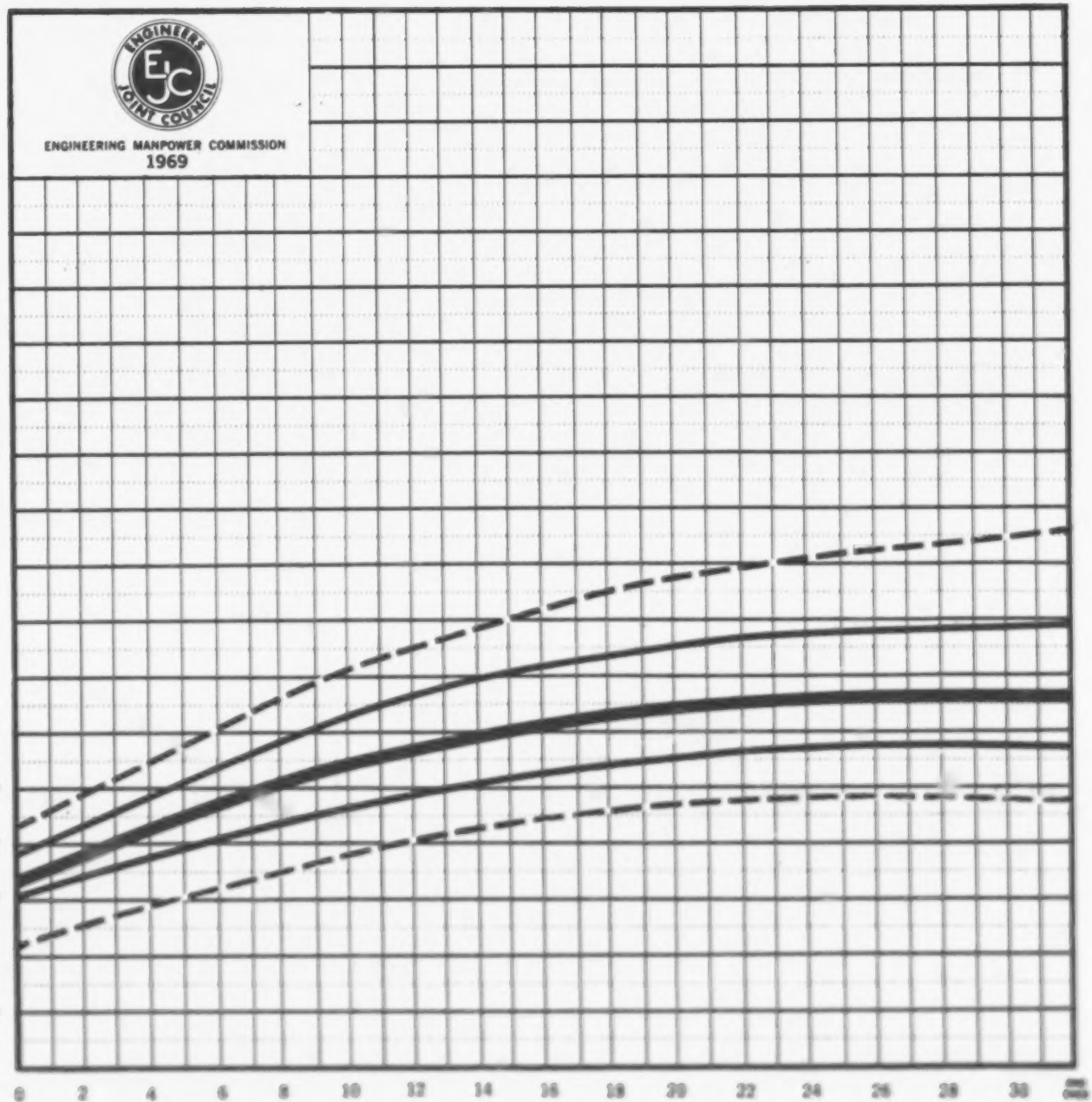
Number of Technicians
covered —

2774

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degrees the equivalent age is 22.

RESEARCH AND DEVELOPMENT ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

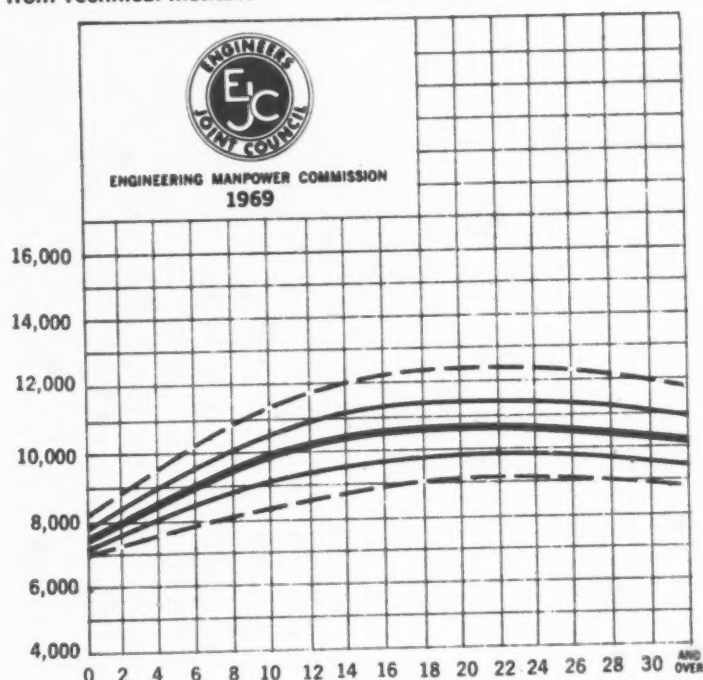
Number of Technicians
covered —

RESEARCH AND DEVELOPMENT ALL										
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	8350	8650	8950	9250	9500	9800	10050	10300	10550	
UPPER QUANTILE	7850	8150	8400	8700	8950	9200	9450	9700	9900	
MEDIAN	7400	7650	7900	8100	8350	8550	8750	8950	9150	
LOWER QUANTILE	7100	7250	7400	7600	7750	7900	8050	8200	8350	
LOWER DECILE	6200	6400	6550	6750	6900	7050	7200	7350	7500	
MEAN	7400	7600	7850	8050	8300	8500	8700	8900	9100	
TOTAL NUMBER	310	281	314	252	235	238	324	307	350	
NUMBERS OVER \$10,000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4,000	0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	
UPPER DECILE	11050	11450	12200	12600	12950	13200	13450	13700	13950	
UPPER QUANTILE	10300	10800	11150	11450	11750	12000	12250	12500	12700	
MEDIAN	9650	9900	10200	10400	10700	10900	11000	11200	11350	
LOWER QUANTILE	9050	9300	9500	9700	9900	10100	10200	10400	10550	
LOWER DECILE	7800	8150	8450	8600	8750	8900	9050	9200	9350	
MEAN	9450	9700	10050	10300	10550	10800	10950	11200	11350	
TOTAL NUMBER	602	631	751	761	600	598	651	767	616	
NUMBERS OVER \$10,000	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$4,000	0	0	0	0	0	0	0	0	0	

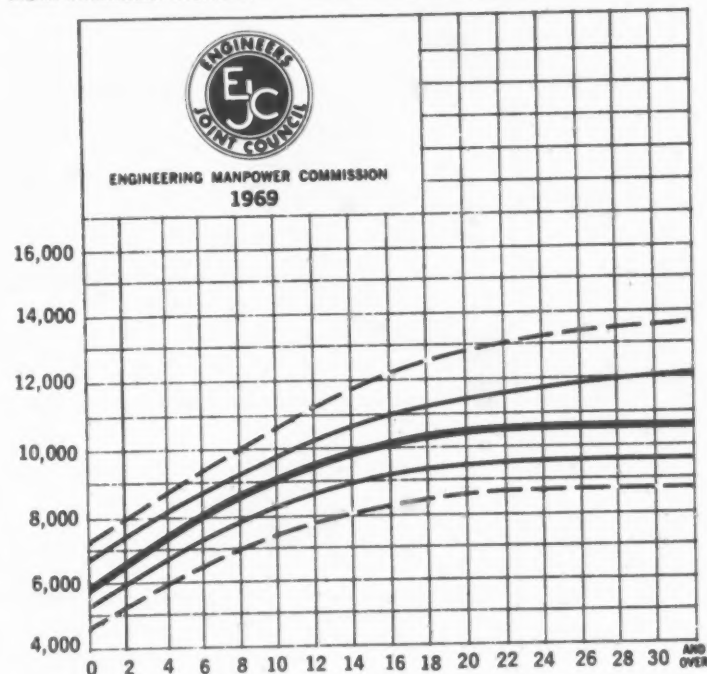
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



Number of Technicians
covered —

3367

RESEARCH AND DEV GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8350	8700	9050	9400	9750	10050	10350	10650	10900
UPPER QUARTILE	7900	8250	8550	8900	9200	9500	9800	10050	10250
MEDIAN	7500	7800	8050	8350	8600	8850	9100	9350	9550
LOWER QUARTILE	7250	7450	7650	7850	8050	8250	8450	8650	8800
LOWER DECILE	7000	7150	7300	7450	7600	7700	7850	7950	8100
MEAN	7600	7900	8150	8400	8650	8900	9100	9350	9550
TOTAL NUMBER	260	243	263	185	156	141	194	151	189
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11400	11900	12200	12300	12300	12200	12050	11850	11650
UPPER QUARTILE	10700	11100	11350	11450	11400	11300	11150	10950	10800
MEDIAN	9950	10350	10600	10650	10650	10500	10350	10150	9850
LOWER QUARTILE	9100	9500	9750	9900	9950	9900	9750	9500	9050
LOWER DECILE	8300	8600	8850	9000	9050	9050	9000	8800	8350
MEAN	9900	10300	10550	10650	10700	10600	10500	10350	10100
TOTAL NUMBER	442	331	287	209	101	56	61	75	43
NUMBERS OVER \$16000	0	0	0	0	1	0	1	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

RESEARCH AND DEV NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7200	7600	7950	8300	8650	9000	9350	9700	10050
UPPER QUARTILE	6800	7150	7500	7800	8150	8450	8800	9100	9350
MEDIAN	5950	6350	6750	7150	7500	7850	8150	8450	8750
LOWER QUARTILE	5200	5550	5950	6300	6650	7000	7300	7600	7900
LOWER DECILE	4650	4950	5300	5600	5950	6250	6550	6850	7100
MEAN	5950	6350	6700	7050	7400	7750	8050	8350	8650
TOTAL NUMBER	50	38	53	67	79	97	139	154	161
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10650	11450	12100	12600	13000	13300	13500	13650	13750
UPPER QUARTILE	9900	10500	11000	11400	11650	11850	11950	12050	12100
MEDIAN	9200	9700	10100	10300	10450	10550	10550	10600	10600
LOWER QUARTILE	8350	8850	9200	9400	9500	9500	9550	9550	9550
LOWER DECILE	7550	8050	8400	8550	8650	8650	8650	8650	8650
MEAN	9100	9700	10150	10450	10650	10800	10850	10900	10950
TOTAL NUMBER	520	508	484	552	502	543	570	472	572
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

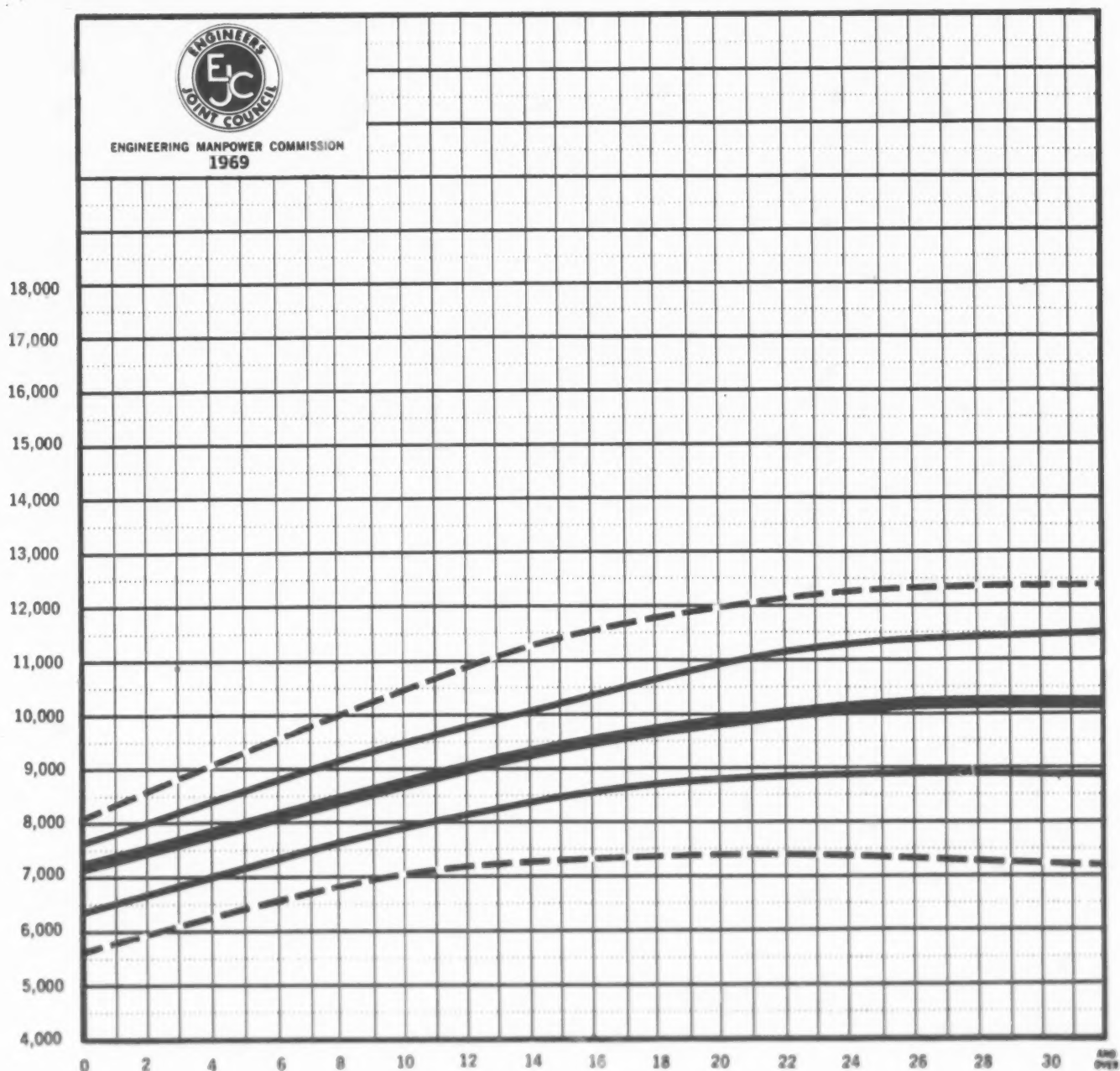
Number of Technicians
covered —

9747

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS INDUSTRIAL R & D ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



INDUSTRIAL R AND D ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8000	8250	8500	8800	9050	9300	9550	9800	10000
UPPER QUARTILE	7600	7800	8000	8200	8400	8600	8750	8950	9150
MEDIAN	7100	7300	7450	7600	7800	7950	8150	8300	8450
LOWER QUARTILE	6350	6500	6700	6850	7000	7150	7350	7500	7650
LOWER DECILE	5600	5800	5950	6100	6250	6400	6550	6700	6800
MEAN	6950	7150	7350	7500	7700	7900	8050	8250	8400
TOTAL NUMBER	40	15	28	35	31	31	32	30	29
NUMBERS OVER \$10000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10450	11050	11550	11900	12100	12250	12300	12500	12150
UPPER QUARTILE	9500	10000	10450	10850	11150	11350	11450	11500	11700
MEDIAN	8750	9150	9550	9800	10000	10100	10150	10100	9850
LOWER QUARTILE	7900	8250	8550	8750	8850	8950	8950	8900	8750
LOWER DECILE	7000	7200	7300	7350	7350	7300	7250	7200	7100
MEAN	8750	9150	9500	9800	9950	10050	10050	10000	9800
TOTAL NUMBER	97	84	77	77	64	49	62	41	52
NUMBERS OVER \$10000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

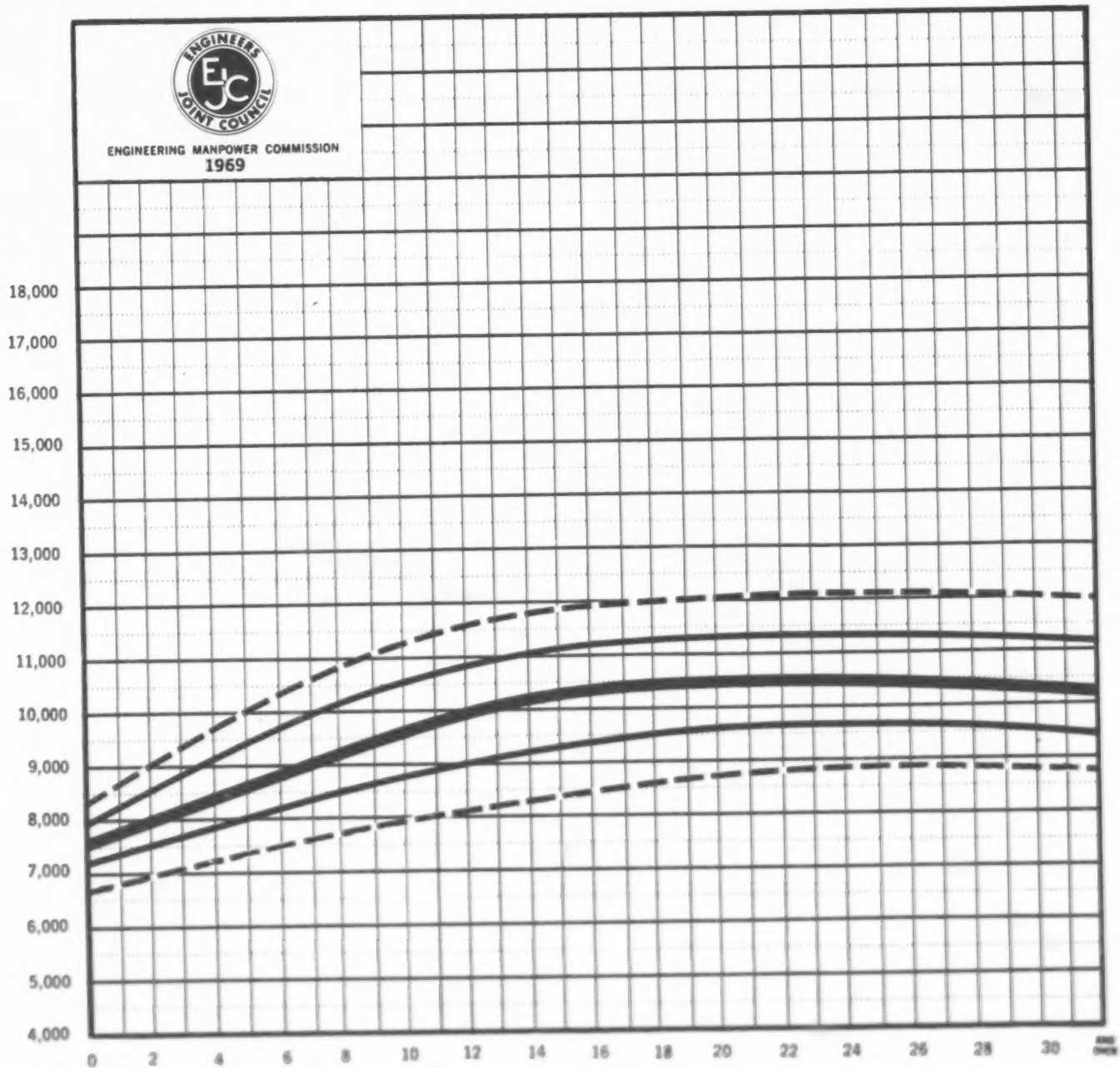
Number of Technicians
covered —

874

*Base year (0 years since graduation) is 1968. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS RESEARCH LABORATORIES ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



RESEARCH LABS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8350	8700	9100	9450	9750	10050	10350	10650	10950
UPPER QUARTILE	7900	8200	8550	8850	9150	9450	9700	9950	10150
MEDIAN	7500	7750	8000	8250	8450	8700	8900	9100	9300
LOWER QUARTILE	7150	7350	7500	7700	7850	8050	8200	8350	8500
LOWER DECILE	6850	6900	6950	7050	7200	7300	7450	7550	7700
MEAN	7450	7750	8000	8200	8450	8700	8900	9100	9300
TOTAL NUMBER	260	244	254	163	151	142	201	168	222
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11250	11450	11700	12000	12250	12550	12850	13150	13450
UPPER QUARTILE	10950	10950	11200	11350	11350	11350	11250	11200	11150
MEDIAN	9450	10050	10300	10450	10500	10450	10350	10250	10100
LOWER QUARTILE	8750	9100	9350	9550	9600	9600	9550	9450	9350
LOWER DECILE	7950	8200	8450	8450	8750	8850	8850	8750	8450
MEAN	9400	10000	10250	10400	10450	10450	10350	10250	10100
TOTAL NUMBER	424	534	451	455	345	346	311	413	334
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — — —
Upper Quartile — — — — —
Median — — — — —
Lower Quartile — — — — —
Lower Decile — — — — —

Number of Technicians
covered —

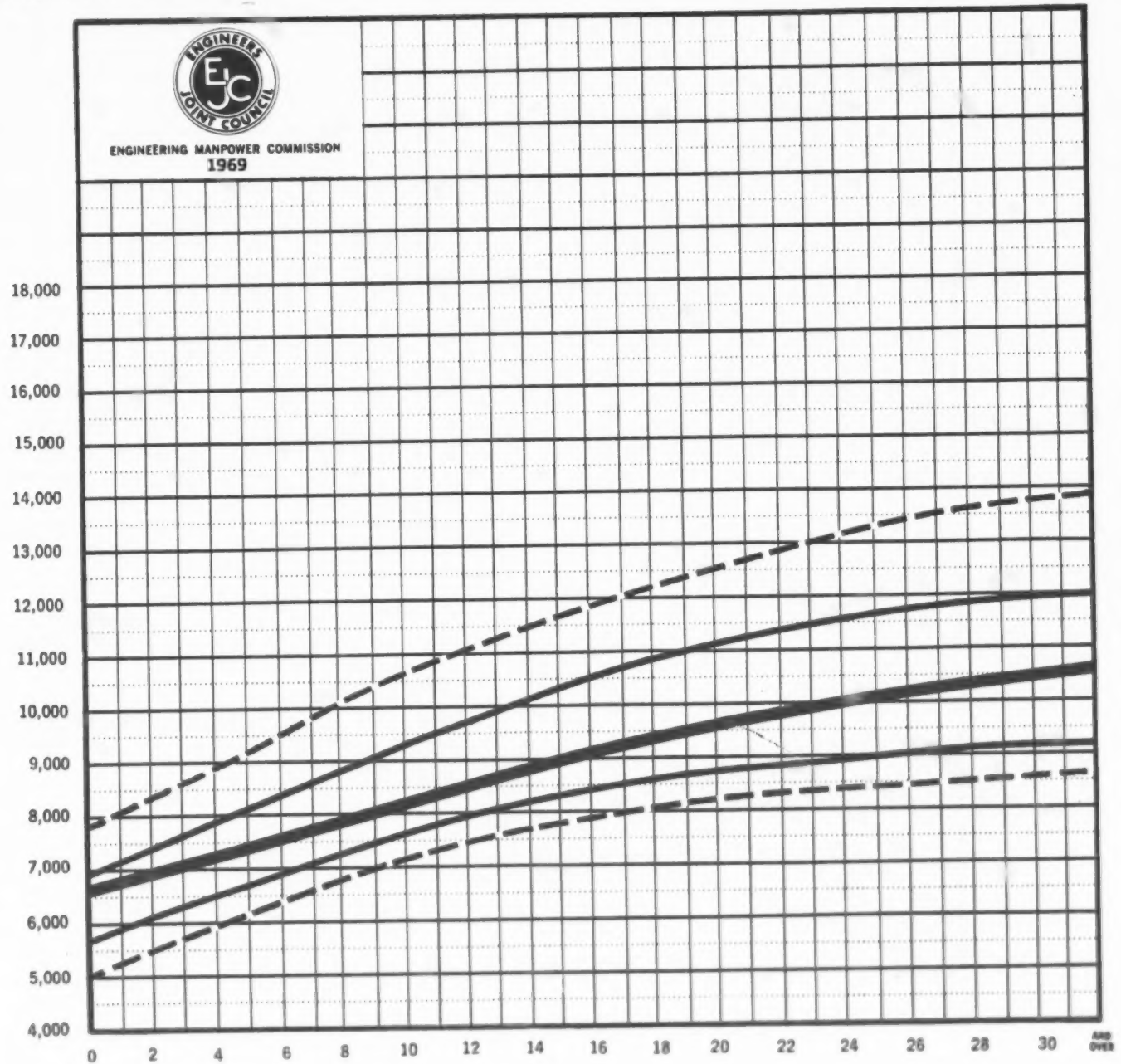
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

TRANSPORTATION, COMMUNICATIONS,AND GAS UTILITIES

The number of technicians reported under this industry group was not sufficient to warrant the publication of data tables and curves broken down by graduate and nongraduate categories.

TRANSPORTATION, COMMUNICATIONS, AND GAS UTILITIES ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



COMMUNICATIONS AND TRANSP. ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7900	8150	8400	8700	8950	9250	9500	9750	10050
UPPER QUARTILE	6950	7150	7400	7650	7900	8150	8400	8650	8850
MEDIAN	6600	6750	6950	7100	7250	7400	7550	7750	7900
LOWER QUARTILE	5650	5900	6100	6300	6500	6700	6900	7100	7300
LOWER DECILE	5000	5250	5500	5700	5950	6150	6400	6600	6800
MEAN	6450	6650	6900	7100	7300	7550	7750	7950	8150
TOTAL NUMBER	18	6	17	21	25	28	40	42	33
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10550	11250	11900	12450	12900	13300	13600	13900	14150
UPPER QUARTILE	9300	9950	10550	11000	11400	11650	11850	12000	12050
MEDIAN	8200	8700	9100	9500	9850	10150	10350	10550	10700
LOWER QUARTILE	7400	8050	8400	8650	8950	9200	9400	9550	9700
LOWER DECILE	7150	7550	7900	8150	8300	8450	8550	8650	8800
MEAN	8550	9050	9300	9900	10250	10500	10650	10850	11000
TOTAL NUMBER	94	115	106	119	110	82	104	96	138
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

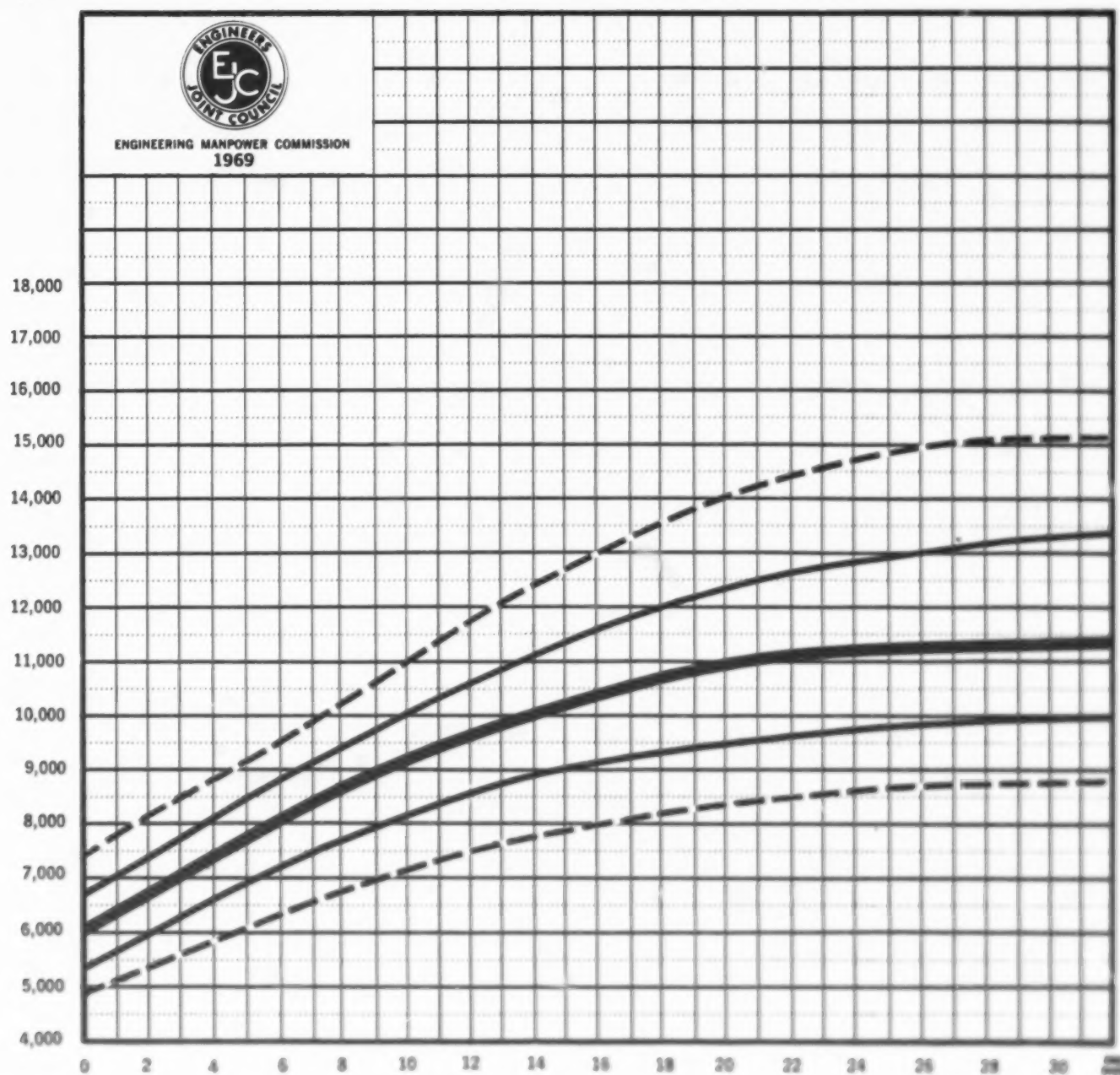
Number of Technicians
covered —

1188

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

FEDERAL GOVERNMENT ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

Upper Decile — — — —
Upper Quartile — — — —
Median — — — —
Lower Quartile — — — —
Lower Decile — — — —

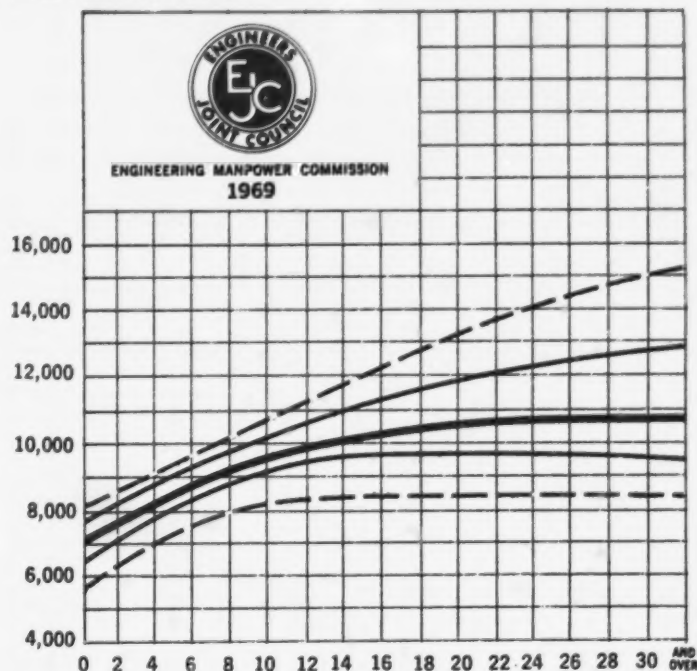
Number of Technicians
covered —

FEDERAL GOVERNMENT ALL										
YEARS SINCE B. S.	0	1	2	3	4	5	6	7	8	9
UPPER DECILE	7400	7750	8100	8450	8800	9150	9500	9850	10200	10550
UPPER QUARTILE	6750	7100	7450	7800	8150	8500	8850	9200	9550	9900
MEDIAN	6000	6350	6700	7050	7400	7750	8100	8450	8800	9150
LOWER QUARTILE	5400	5750	6100	6450	6800	7150	7500	7850	8200	8550
LOWER DECILE	4800	5100	5450	5800	6150	6500	6850	7200	7550	7900
MEAN	6050	6400	6750	7100	7450	7800	8150	8500	8850	9200
TOTAL NUMBER	92	70	101	110	96	120	150	148	175	175
NUMBERS OVER \$14000	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	0
YEARS SINCE B. S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35	36
UPPER DECILE	11000	12050	13000	14050	14450	14850	15250	15650	16050	16450
UPPER QUARTILE	10050	10950	11850	12750	13450	14150	14850	15550	16250	16950
MEDIAN	9200	9900	10600	11300	12000	12700	13400	14100	14800	15500
LOWER QUARTILE	8100	8700	9300	9900	10500	11100	11700	12300	12900	13500
LOWER DECILE	7150	7650	8150	8650	9150	9650	10150	10650	11150	11650
MEAN	9150	9950	10750	11550	12350	13150	13950	14750	15550	16350
TOTAL NUMBER	445	455	424	410	440	500	590	707	600	400
NUMBERS OVER \$14000	1	1	1	5	10	18	32	45	10	10
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0	0

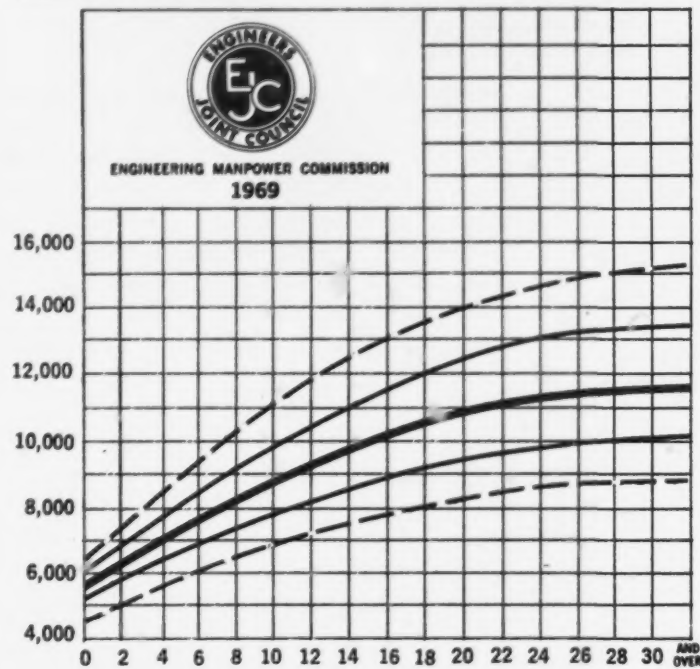
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

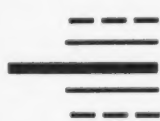
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



FEDERAL GOVERNMENT GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8300	8500	8750	9000	9250	9500	9750	10000	10250
UPPER QUARTILE	7800	8050	8300	8550	8750	9000	9200	9450	9650
MEDIAN	7000	7350	7700	8000	8300	8600	8850	9050	9300
LOWER QUARTILE	6450	6800	7200	7500	7850	8100	8350	8600	8800
LOWER DECILE	5450	5950	6400	6800	7100	7400	7600	7800	7950
MEAN	7050	7350	7650	7950	8250	8500	8750	9000	9250
TOTAL NUMBER	5	27	43	43	33	39	51	46	55
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10750	11550	12350	13100	13800	14350	14800	15050	14700
UPPER QUARTILE	10100	10650	11200	11650	12000	12350	12600	12850	13050
MEDIAN	9650	10050	10300	10500	10600	10650	10700	10750	10750
LOWER QUARTILE	9100	9400	9550	9600	9550	9550	9500	9500	9450
LOWER DECILE	8150	8300	8400	8450	8450	8450	8450	8450	8450
MEAN	9600	10100	10450	10700	10850	11000	11050	11100	11150
TOTAL NUMBER	96	81	62	40	25	14	18	25	25
NUMBERS OVER \$16000	0	0	0	0	1	0	2	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians
covered —

728

FEDERAL GOVERNMENT NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	6450	6900	7400	7850	8350	8850	9300	9800	10250
UPPER QUARTILE	6000	6400	6800	7200	7600	8050	8400	8800	9200
MEDIAN	5600	6000	6350	6700	7050	7400	7750	8050	8350
LOWER QUARTILE	5150	5450	5750	6050	6300	6600	6850	7150	7400
LOWER DECILE	4650	4900	5150	5400	5650	5900	6100	6350	6550
MEAN	5550	5950	6300	6650	7000	7350	7700	8050	8350
TOTAL NUMBER	47	43	58	67	63	87	99	122	120
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11100	12250	13150	13850	14350	14700	14900	15050	15100
UPPER QUARTILE	9900	10900	11650	12300	12750	13050	13250	13400	13500
MEDIAN	8950	9700	10300	10700	11050	11250	11400	11500	11550
LOWER QUARTILE	7900	8500	9000	9400	9650	9850	9950	10050	10100
LOWER DECILE	6950	7500	7900	8250	8500	8650	8750	8850	8850
MEAN	9000	9750	10400	10850	11200	11450	11600	11700	11750
TOTAL NUMBER	347	322	364	370	421	486	577	682	579
NUMBERS OVER \$16000	1	1	1	5	9	18	31	40	15
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

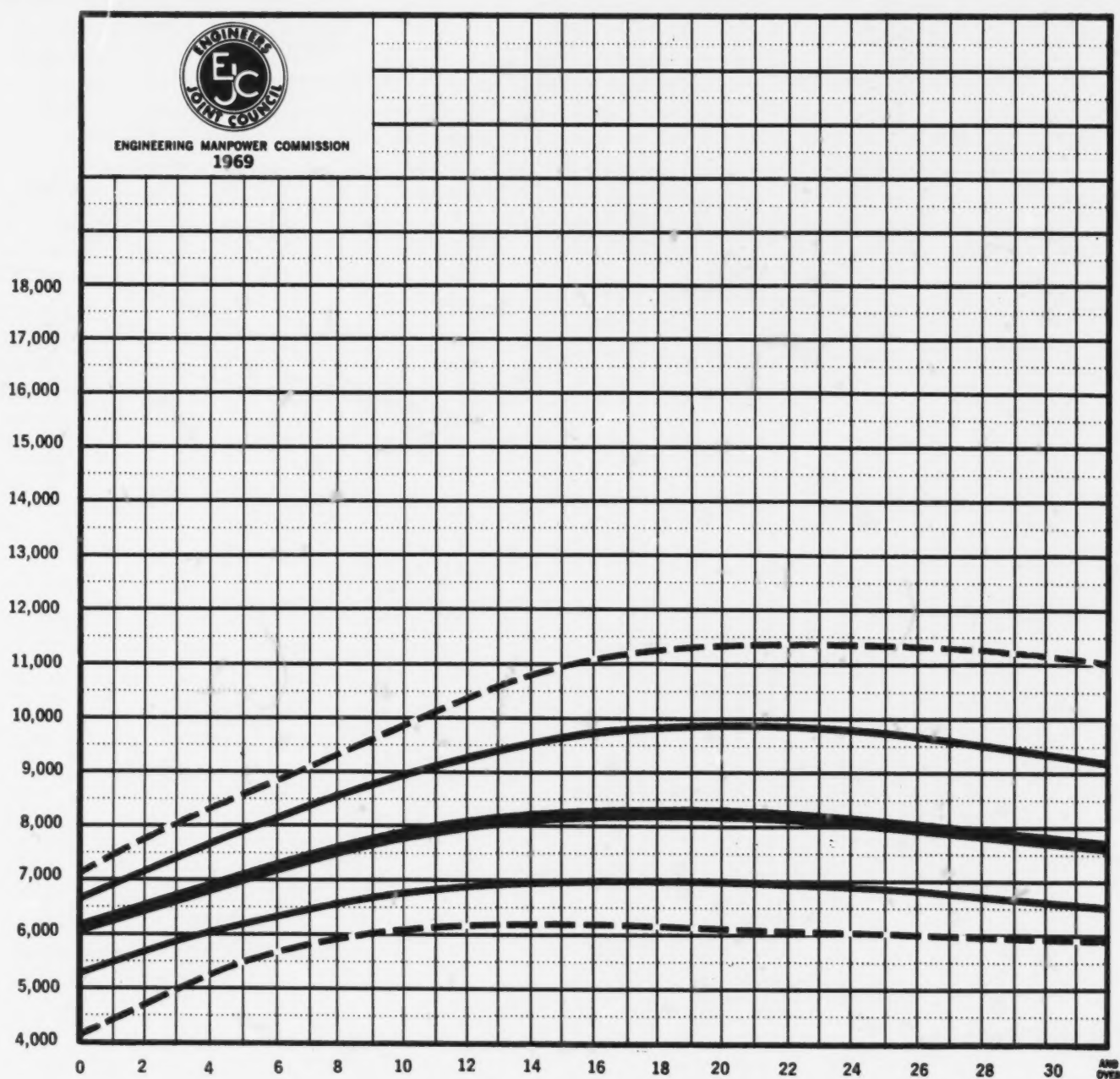
Number of Technicians
covered —

4854

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

STATE AND LOCAL GOVERNMENTS ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



STATE AND LOCAL GOVT ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7150	7450	7750	8050	8350	8650	8900	9200	9450
UPPER QUARTILE	6550	6800	7050	7350	7600	7850	8100	8350	8550
MEDIAN	6050	6250	6450	6650	6850	7050	7250	7400	7550
LOWER QUARTILE	5350	5550	5700	5900	6050	6200	6300	6450	6550
LOWER DECILE	4050	4400	4700	5000	5300	5500	5700	5850	5950

MEAN 5900 6150 6400 6600 6850 7050 7250 7450 7600

TOTAL NUMBER	562	608	744	773	751	852	967	908	818
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9950	10600	11050	11300	11400	11400	11250	11000	10550
UPPER QUARTILE	8950	9450	9750	9850	9800	9700	9450	9150	8700
MEDIAN	7800	8100	8200	8250	8150	8000	7850	7600	7300
LOWER QUARTILE	6750	6950	7000	7000	6900	6800	6650	6500	6300
LOWER DECILE	6100	6150	6150	6050	6000	6000	5950	5950	5950

MEAN 7900 8250 8450 8500 8450 8350 8200 8050 7800

TOTAL NUMBER	1978	1583	1205	901	851	742	675	1049	1817
NUMBERS OVER \$16000	0	0	0	0	0	2	2	1	3
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	---
Upper Quartile	---
Median	---
Lower Quartile	---
Lower Decile	---

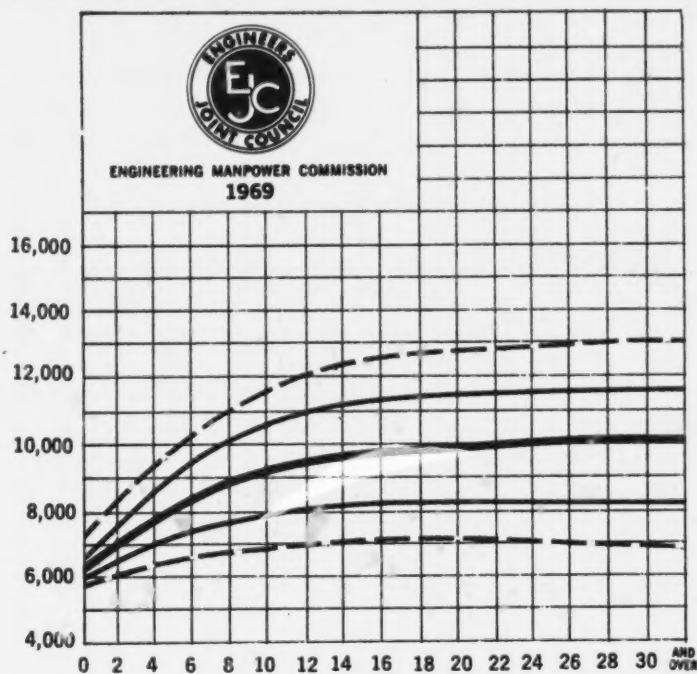
Number of Technicians
covered —

17784

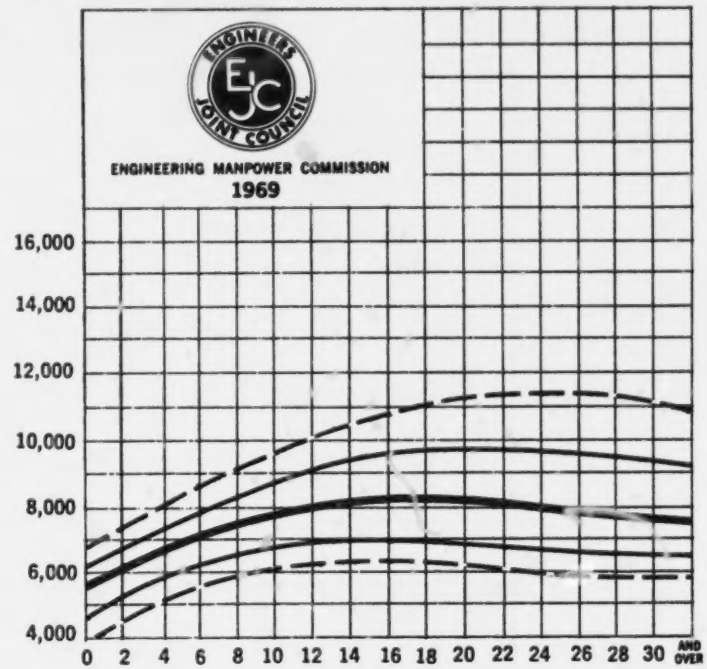
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

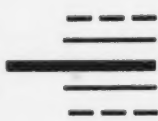
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



STATE AND LOCAL GOVT GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7150	7750	8350	8900	9450	9950	10350	10750	11100
UPPER QUARTILE	6600	7150	7700	8200	8700	9100	9500	9850	10150
MEDIAN	6200	6650	7050	7450	7850	8200	8500	8750	8950
LOWER QUARTILE	6000	6300	6600	6850	7100	7300	7500	7650	7750
LOWER DECILE	5900	6050	6150	6300	6400	6500	6600	6700	6800
MEAN	6350	6800	7200	7550	7900	8200	8500	8750	8950
TOTAL NUMBER	265	241	180	151	119	111	118	92	102
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11650	12250	12600	12800	12900	12950	13000	13000	13000
UPPER QUARTILE	10600	11100	11350	11500	11600	11650	11650	11650	11650
MEDIAN	9350	9700	9850	9950	10000	10000	10050	10050	10050
LOWER QUARTILE	7950	8150	8250	8250	8250	8250	8250	8250	8250
LOWER DECILE	6900	7000	7050	7050	7050	7000	6950	6900	6850
MEAN	9300	9600	9800	9950	10000	10000	10050	10050	10050
TOTAL NUMBER	133	88	58	48	35	35	19	28	54
NUMBERS OVER \$16000	0	0	0	0	0	1	1	0	2
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians
covered —

1877

STATE AND LOCAL GOVT NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	6900	7200	7450	7750	8050	8350	8650	8900	9200
UPPER QUARTILE	6350	6600	6850	7150	7400	7650	7900	8150	8400
MEDIAN	5650	5900	6150	6400	6650	6900	7100	7300	7450
LOWER QUARTILE	4550	4900	5200	5500	5800	6050	6250	6450	6600
LOWER DECILE	3750	4150	4500	4800	5100	5350	5600	5750	5900
MEAN	5550	5800	6050	6350	6600	6850	7050	7250	7500
TOTAL NUMBER	297	367	564	622	632	741	849	816	716
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9700	10400	10900	11200	11350	11300	11150	10850	10350
UPPER QUARTILE	8800	9300	9650	9750	9750	9600	9400	9050	8600
MEDIAN	7800	8050	8200	8150	8050	7900	7700	7500	7300
LOWER QUARTILE	6850	6950	6950	6850	6700	6600	6500	6450	6400
LOWER DECILE	6100	6150	6150	6050	6000	5950	5950	5950	5900
MEAN	7800	8200	8400	8450	8400	8250	8100	7950	7700
TOTAL NUMBER	1845	1495	1147	853	816	707	656	1021	1763
NUMBERS OVER \$16000	0	0	0	0	0	1	1	1	1
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

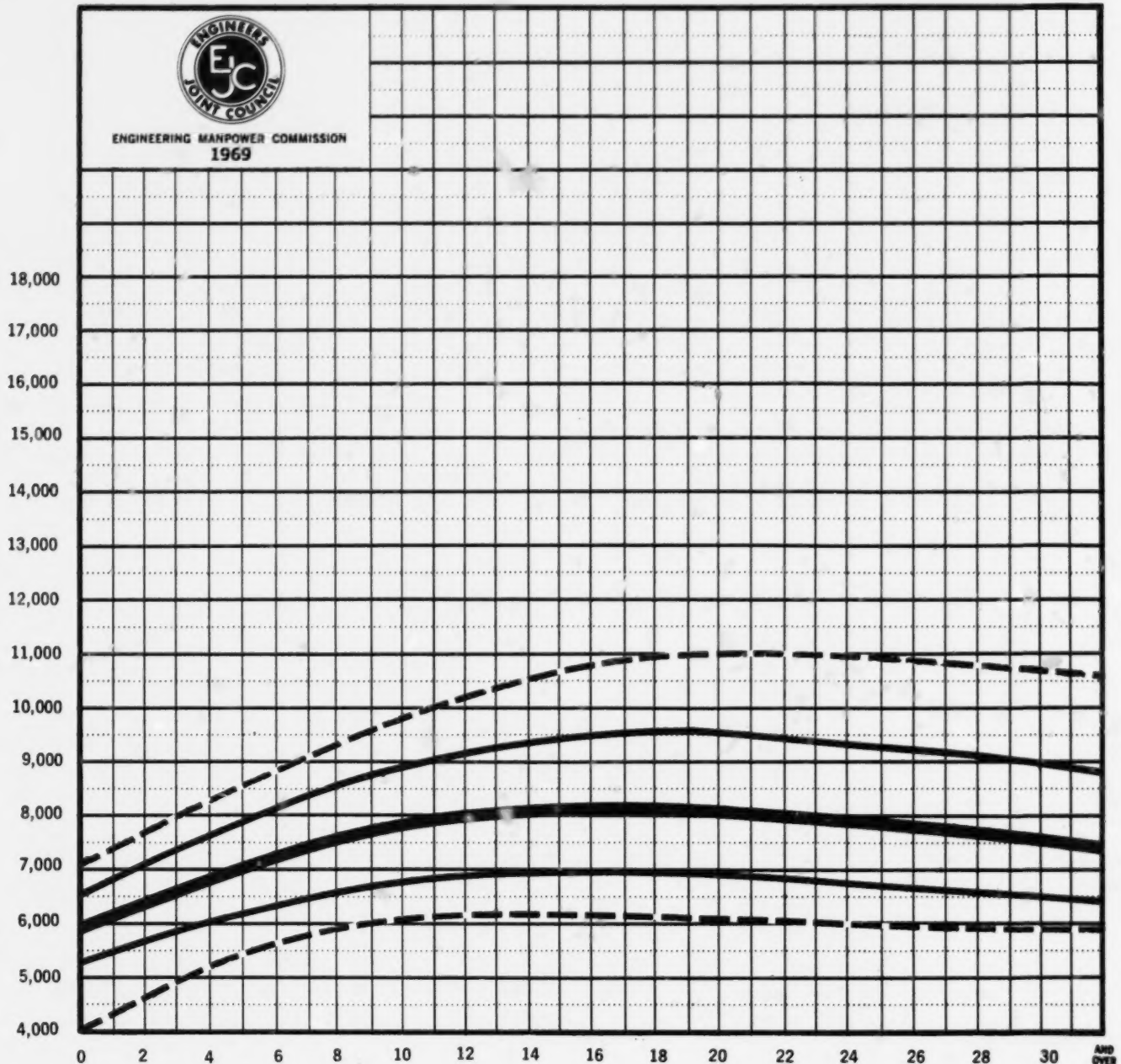
Number of Technicians
covered —

15907

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS
STATE HIGHWAY DEPARTMENTS ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

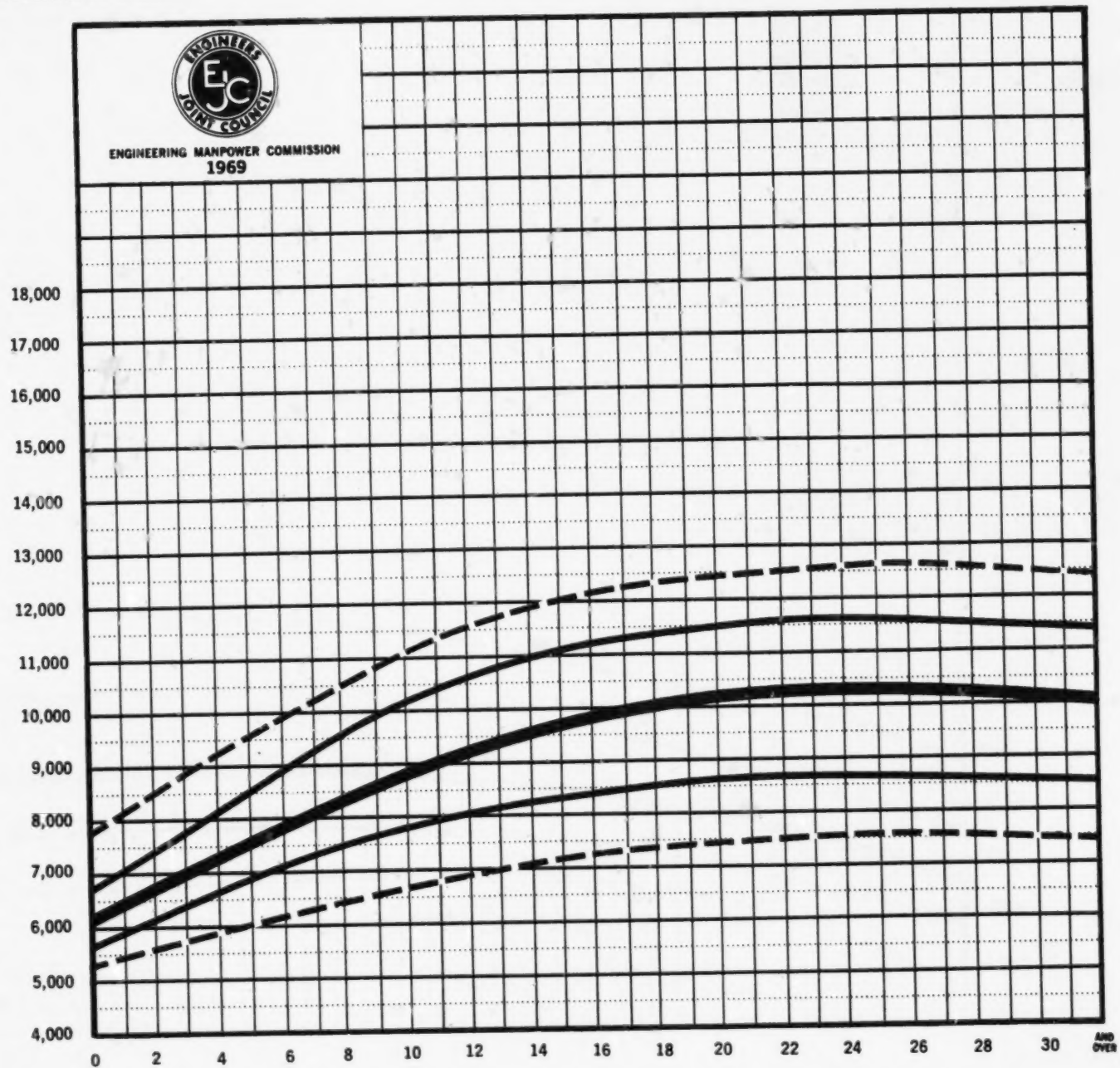
Number of Technicians
covered —

STATE HIGHWAY ALL									
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7100	7400	7700	8000	8300	8600	8900	9150	9450
UPPER QUARTILE	6500	6750	7050	7300	7600	7850	8100	8300	8550
MEDIAN	6000	6250	6450	6650	6850	7050	7250	7400	7550
LOWER QUARTILE	5300	5500	5700	5850	6050	6200	6300	6450	6550
LOWER DECILE	4000	4350	4650	4950	5250	5450	5650	5800	5950
MEAN	5850	6100	6350	6600	6800	7050	7250	7400	7600
TOTAL NUMBER	541	588	713	732	707	813	941	879	795
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9900	10450	10800	11000	11000	10900	10750	10550	10200
UPPER QUARTILE	8900	9300	9500	9550	9450	9250	9050	8800	8450
MEDIAN	7800	8000	8100	8050	7950	7800	7600	7400	7200
LOWER QUARTILE	6750	6900	6950	6900	6800	6650	6550	6400	6250
LOWER DECILE	6100	6150	6100	6050	6000	5950	5900	5900	5850
MEAN	7850	8150	8300	8300	8250	8100	8000	7800	7600
TOTAL NUMBER	1902	1501	1115	802	742	654	596	966	1654
NUMBERS OVER \$16000	0	0	0	0	0	1	1	0	1
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

ALL TECHNICIANS LOCAL GOVERNMENT ONLY

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



LOCAL GOVERNMENT ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7800	8150	8500	8850	9200	9550	9900	10200	10500
UPPER QUARTILE	6700	7100	7450	7850	8200	8550	8900	9250	9550
MEDIAN	6150	6450	6750	7000	7300	7600	7850	8100	8400
LOWER QUARTILE	5650	5900	6150	6400	6650	6900	7100	7300	7500
LOWER DECILE	5250	5400	5550	5750	5900	6050	6200	6300	6450
MEAN	6200	6550	6850	7150	7450	7750	8000	8250	8500
TOTAL NUMBER	21	20	31	41	44	39	26	29	23
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11050	11700	12150	12400	12500	12550	12500	12400	12300
UPPER QUARTILE	10150	10800	11250	11450	11550	11550	11500	11400	11300
MEDIAN	8850	9450	9900	10150	10250	10250	10150	10000	9750
LOWER QUARTILE	7850	8200	8450	8600	8650	8600	8550	8500	8400
LOWER DECILE	6700	7000	7250	7450	7500	7550	7500	7450	7250
MEAN	8950	9500	9850	10050	10100	10100	10050	9950	9850
TOTAL NUMBER	76	82	90	99	109	88	79	83	163
NUMBERS OVER \$16000	0	0	0	0	0	1	1	1	2
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

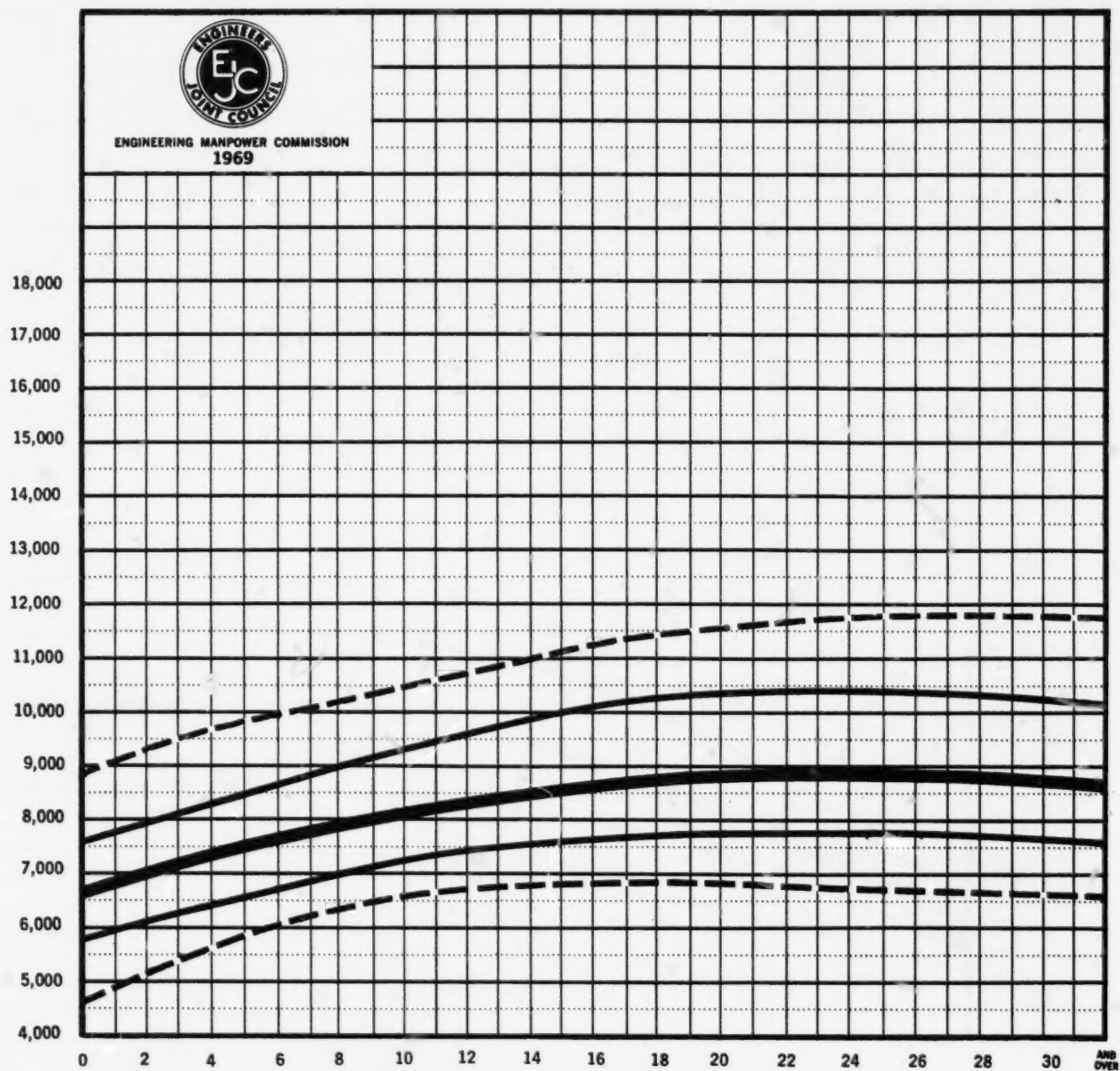
Number of Technicians
covered --

1143

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

EDUCATIONAL INSTITUTIONS ALL TECHNICIANS

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*



COLLEGES ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	8950	9100	9250	9400	9600	9750	9900	10050	10200
UPPER QUARTILE	7600	7800	7950	8150	8300	8500	8650	8850	9000
MEDIAN	6700	6850	7000	7150	7300	7450	7600	7750	7900
LOWER QUARTILE	5800	5950	6100	6300	6450	6600	6750	6900	7000
LOWER DECILE	4650	4900	5150	5400	5650	5850	6050	6200	6350
MEAN	6850	7000	7150	7300	7450	7600	7750	7900	8050
TOTAL NUMBER	20	12	16	27	21	38	43	45	47
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	10500	10900	11250	11500	11700	11800	11800	11700	11100
UPPER QUARTILE	9300	9750	10050	10300	10450	10450	10400	10150	9400
MEDIAN	8150	8450	8700	8850	8950	8900	8850	8650	8200
LOWER QUARTILE	7250	7500	7650	7750	7750	7750	7650	7550	7400
LOWER DECILE	6600	6750	6800	6800	6750	6650	6600	6550	6500
MEAN	8300	8650	8900	9050	9150	9150	9050	8900	8450
TOTAL NUMBER	121	119	111	130	128	132	118	178	186
NUMBERS OVER \$16000	0	1	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ———
Upper Quartile ———
Median ———
Lower Quartile ———
Lower Decile ———

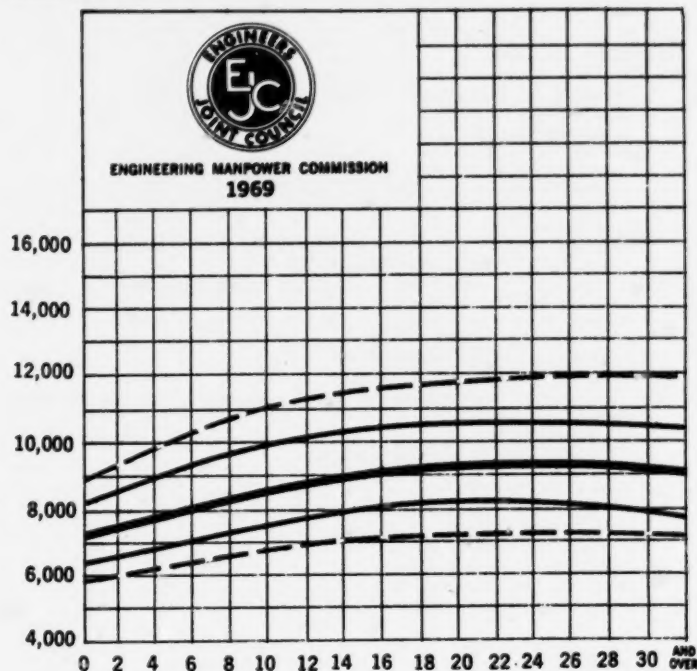
Number of Technicians
covered —

1492

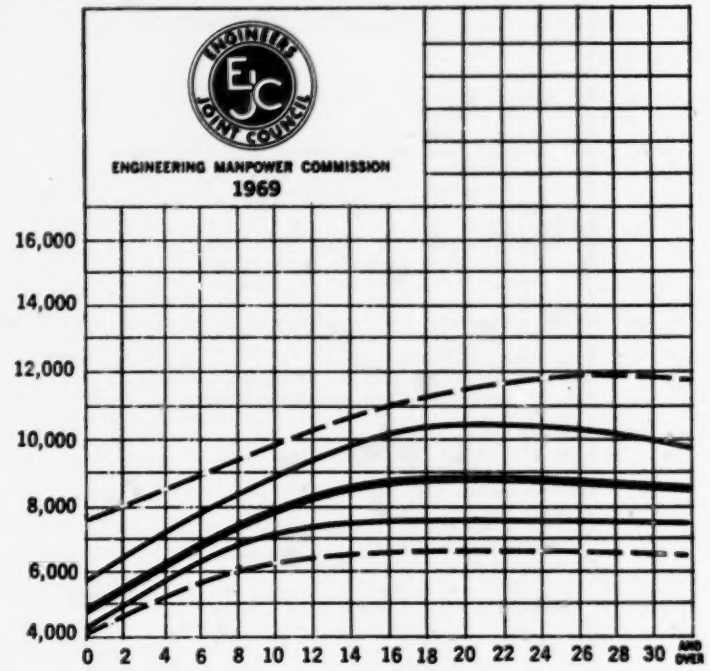
*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

GRADUATES

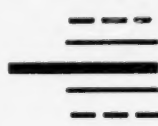
Annual Salary by Equivalent
Years Since Graduation
from Technical Institute*

NON-GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



COLLEGES GRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	9950	10100	10200	10300	10450	10550	10650	10750	10850
UPPER QUARTILE	8350	8550	8700	8900	9050	9250	9400	9550	9700
MEDIAN	7350	7500	7650	7750	7900	8050	8150	8250	8400
LOWER QUARTILE	6450	6600	6700	6850	7000	7100	7250	7350	7450
LOWER DECILE	5950	6050	6150	6250	6350	6450	6550	6650	6750
MEAN	7600	7750	7850	8000	8150	8250	8400	8500	8600
TOTAL NUMBER	14	9	6	21	10	22	15	19	13
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	11050	11350	11550	11750	11900	11950	12000	11950	11650
UPPER QUARTILE	9950	10250	10450	10600	10600	10600	10550	10400	10150
MEDIAN	8600	8900	9100	9250	9350	9350	9250	9000	8300
LOWER QUARTILE	7650	7850	8000	8050	8050	8000	7900	7750	7450
LOWER DECILE	6850	7000	7100	7150	7200	7150	7100	7050	6900
MEAN	8850	9100	9300	9400	9450	9400	9350	9200	8800
TOTAL NUMBER	45	35	38	34	23	23	16	29	33
NUMBERS OVER \$16000	0	1	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians
covered —

405

COLLEGES NONGRADS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	7800		8200	8400	8600	8850	9050	9250	9450
UPPER QUARTILE	5800		6500	6800	7150	7500	7850	8150	8450
MEDIAN	4800		5550	5950	6300	6650	7000	7300	7600
LOWER QUARTILE	4300		5050	5450	5800	6100	6400	6650	6900
LOWER DECILE	4100		4700	5000	5250	5500	5750	5950	6100
MEAN	5400		5950	6250	6550	6850	7100	7400	7600
TOTAL NUMBER	6	3	10	6	11	16	28	26	34
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35
UPPER DECILE	9850	10450	11000	11400	11750	11900	11950	11700	10800
UPPER QUARTILE	9050	9700	10150	10400	10400	10300	10100	9850	9500
MEDIAN	8050	8500	8750	8800	8750	8650	8600	8500	8450
LOWER QUARTILE	7200	7500	7600	7600	7600	7550	7500	7500	7500
LOWER DECILE	6350	6600	6650	6650	6600	6550	6500	6500	6450
MEAN	8050	8600	8900	9050	9050	9000	8850	8700	8550
TOTAL NUMBER	76	84	73	96	105	109	102	149	153
NUMBERS OVER \$16000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$4000	0	0	0	0	0	0	0	0	0

Number of Technicians
covered —

1087

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

PARTICIPANTS IN THE 1969 TECHNICIANS' SALARY SURVEY

AEROSPACE

Aero-Flow Dynamics, Inc., Aero-Corry Division
 The Aerospace Corporation
 Avco Lycoming Division
 The Bendix Corporation, Instruments & Life Support Division
 The Boeing Company, Seattle
 The Boeing Company, Vertol Division
 Continental Aviation and Engineering
 Endevco Corporation
 ITT Aerospace/Optical Division
 Lear Siegler, Inc., Power Equipment Division
 LTV Aerospace Corp., Missiles and Space Division
 Perkin-Elmer Corporation
 Ronson Corporation, Hydraulic Units
 Rosemount Engineering Company
 Sundstrand Corporation
 Thiokol Chemical Corporation, Huntsville Division
 TRW, Inc., Tapco Facility (Equipment Group)

CHEMICALS

Acushnet Company, Rubber Division
 American Cyanamid Company
 American Potash & Chemical Corporation
 American Tobacco Company
 Atlantic Richfield Hanford Company
 Cabot Corporation, Boston
 Cabot Corporation, Pampa, Texas
 Dole Company
 Douglas United Nuclear Corporation
 The Dow Chemical Company
 E. I. du Pont de Nemours & Co., Inc.
 Elcor Chemical Corporation
 Ensign Bickford Company
 ESB Inc., Ray-O-Vac Division
 (R) ESB Inc., Research Center
 (R) Ethyl Corporation, Detroit Research Laboratories
 Falstaff Brewing Corporation
 W. R. Grace & Co., Davison Chemical Division
 W. R. Grace & Co., Industrial Chemicals Group
 (R) Indian Head Inc., Joseph Bancroft & Sons Co., Licensing Division
 Inmont Corporation
 Iowa Paint Manufacturing Company
 Jefferson Chemical Company
 (R) Milchem Inc., R & D
 Mississippi Chemical Corporation
 National Biscuit Company
 National Starch and Chemical Corporation
 Norden Laboratories, Inc.
 Ortho Pharmaceutical Corporation
 Peters Meat Products, Inc.
 Rohm and Haas Company
 Standard Brands, Inc., Clinton Corn Processing Company
 Stephan Chemical Company
 (R) Union Carbide, Tarrytown Technical Center
 United States Borax and Chemical Corporation

OTHER CHEMICAL PROCESS INDUSTRIES

Alpha Portland Cement Company
 American Saint Gobain Corporation
 Consolidated Papers, Inc.
 Corning Glass Works
 Eastex Inc.
 Georgia Pacific, Crossett, Arkansas
 Hammermill Paper Company, Erie, Pennsylvania
 Hoerner Waldorf Corporation, Missoula Division
 Ingram-Richardson, Inc.
 Lenox, Inc.
 Missouri Portland Cement Company
 Northwestern States Portland Cement Company
 Permaglass, Inc.
 Riegel Paper Corporation, Milford, N.J.
 Riegel Paper Corporation, Riegelwood, N.C.

ELECTRICAL EQUIPMENT

Acme Electric Corporation
 Amana Refrigeration, Inc.
 American Electronic Laboratories Inc., Landsale, Pennsylvania
 AMP Inc.
 Bodine Electric Company
 Boston Insulated Wire & Cable Company
 Central Transformer Corporation
 (A) Emerson Electric Company
 Furnas Electric Company
 General Railway Signal Company
 Heinemann Electric Company
 The Hoover Company
 ITT Blackburn Company
 Jefferson Electric Company
 Kearney-National Inc. - Kearney Division
 Littelfuse, Inc.
 The Maytag Company
 Moog Inc.
 Ranco Controls Division
 Red Jacket Manufacturing Company
 Sciaky Brothers, Inc.
 Soabar Company
 Spencer Turbine Company
 Sunbeam Appliance Company
 Sybron Corporation - Taylor Instrument Process Control Division

ELECTRONIC EQUIPMENT

American Electronic Laboratories, Inc., Colmar, Pennsylvania
 A.R.F. Products, Inc.
 Baird-Atomic, Inc.
 (A) Bendix Avionics Division
 Bendix Corporation, Automotive Electronics Division
 Bendix Corporation, Communication Division
 (R) Bendix Research Laboratories
 (A) Bourns/CAI
 The Bunker-Ramo Corporation, Business & Industry Division
 Cambridge Instrument Company, Inc.
 (A) The Cessna Aircraft Company, Aircraft Radio Corporation
 Collins Radio Company
 Control Data Corporation
 Cook Electric Company
 Electronic Communications, Inc.
 Emerson TV & Radio Company
 (A) Fairchild Miller Corporation, Space & Electronic Systems Division
 General Radio Company
 Globe-Union
 The Hallicrafters Company
 Hewlett-Packard Company
 (A) Honeywell, Inc.
 International Business Machines Corporation
 E. F. Johnson Company
 Leeds & Northrup Company
 Loral Electronics Systems
 Magnavox, Fort Wayne, Indiana
 Motorola Inc., Franklin Park, Illinois
 Motorola Inc., Communications Division
 Neptune Meter Company, Revere Electronic Division
 Philco-Ford Corporation, Microelectronics Division
 Pickard & Burns Electronics
 Radiation Inc.
 (R) RCA Laboratories, David Sarnoff Research Center
 Recognition Equipment Inc.
 Singer-Link Division: S.S.O.
 Stromberg-Carlson Corporation
 Teradyne, Inc.
 Trans-Sonics, Inc.
 Warwick Electronics Inc.
 Western Electric Company, Inc.
 Zenith Radio Corporation

MACHINERY

Dressograph Multigraph Corporation, Cleveland, Ohio
 Alco Products, Inc., Alco Engine, Inc.
 American Chain & Cable Company, Inc., Adrian, Michigan
 American Chain & Cable Company, Inc., Bristol Division
 Abex Corporation, Denison Division
 (R) Abex Corporation, Denison Research Center
 Artisan Industries Inc.
 Avco New Idea Division
 Barber-Colman Company
 Bendix Cutting Tools, Industrial Tools Division
 Bowles Engineering Corporation
 Carrier Air Conditioning Company
 Clyde Iron Works, Inc.
 Cummins Engine Company, Inc.
 Dresser Industries, Inc., - CECD & CTCD
 Dymo Industries, Inc.
 Freightliner Corporation
 Gardner-Denver Company, Quincy Division
 Gahl Company
 (R) Harris-Intertype Corporation, Harris-Seybold Company
 Harris-Intertype Corporation, Research Center
 Hartford Special Machinery Company
 Hayssen Manufacturing Company
 Hesston Corporation
 The Hy-Dynamic Company
 Hyster Company
 Koehring Company, RPM Division
 Lilliston Corporation
 The Miehle Company
 The Oilgear Company
 Peterson Manufacturing Company
 Pratt & Whitney Inc.
 The Raymond Corporation
 Reed Rolled Thread Die Company
 Rex Chainbelt Inc., Bearing Division
 St. Regis, CP Division
 SKF Industries Inc.
 Sperry Rand Corporation, New Holland Division
 Stewart-Warner Corporation, Alameda and Instrument Division
 Turbo Machine Company
 Twin Disc, Inc.
 USM Corporation
 The Vendo Company, Kansas City, Missouri
 Weber Marking Systems, Inc.
 Westinghouse Air Brake Company, CED

MISCELLANEOUS MANUFACTURING

G. H. Bass & Company
 Columbian Rope Company
 Conwed Corporation
 The Parker Pen Company
 Howard W. Sams & Company, Inc.
 Varco Inc.
 Univis, Inc.
 Zimmer Manufacturing Company

METALS AND FABRICATED PRODUCTS

- ACF Industries, Inc.
Advertising Metal Display Company
Airtherm Manufacturing
American Can Company
Amsted Industries, Inc., Chicago
Andale Company
- (R) Armco Steel Corporation, Research Facility
Associated Piping & Engineering Corporation
Auto Specialties Manufacturing Company
Avco Ordnance Division
Babcock and Wilcox Company
- (R) Babcock & Wilcox Company, Research Center
Bradley Washfountain
Camcar Screw & Manufacturing
Chamberlain Manufacturing Corporation
Colt Industries, Crucible Inc., Stainless and Alloy Division
- (R) Colt Industries, Crucible Inc., Materials Research Center
Columbus McKinnon Corporation
Crane Company - USA
Farrell-Cheek Steel Company
Fisher-Price Toys, Inc.
FMC Corporation, Link-Belt Speeder Division
Fruehauf Corporation, Pacoco Division
General Dynamics, Electric Boat Division
Graham Manufacturing Company, Inc.
Gresen Manufacturing Company
Hale Fire Pump Company
Harvey Hubbell, Inc., Kellems Division
Ideal Corporation
Inland Steel Company
Intertherm, Inc.
Kelsey-Hayes Company, Romulus, Michigan
Kelsey Hayes Company, French & Necht Division
King-Seeley Thermos Company
Lakeside Bridge & Steel Company
Litton Industries, Hewitt-Robins, Inc., Whitney Chain Operations
Lord Corporation
Midland Ross Corporation, National Castings Division
Mine Safety Appliances Company
Modine Manufacturing Company
National Steel and Shipbuilding Company
National Steel Corporation, Weirton Steel Division
Oldberg Manufacturing Company, Northern Tube Division
Olin Corporation, New Haven, Connecticut
Pittsburgh Canfield Corporation
Powers Regulator
Remington Arms Company, Inc.
Rex Chainbelt Inc., Mathews Conveyor Division
The Rochester Corporation
SI Handling Systems, Inc.
Standard Conveyor Company
Thompson Pipe & Steel Company
The Timkin Roller Bearing Company
Valmont Industries, Inc.
The Vendo Company, Aurora, Illinois
Warner Electric Brake & Clutch Company
Wheeling-Pittsburgh Steel Corporation
White Pine Copper Company

PETROLEUM

- (R) American Oil Company, Research & Development Department
Amerada Hess Corporation, Amerada Division
Atlantic Richfield Company
Cities Service Oil Company, Lake Charles, Louisiana
Cities Service Oil Company, Tulsa, Oklahoma
Colonial Pipeline Company
Continental Oil Company, Houston, Texas
Continental Oil Company, Wrenshall, Minnesota
Kerr-McGee Corporation
Marathon Oil Company, Findlay, Ohio
- (R) Marathon Oil Company, Denver Research Center
Plantation Pipe Line Company
Portland Pipe Line Corporation
Signal Oil and Gas Company
Standard Oil Company of California
Standard Oil Company of Ohio
The Superior Oil Company
Tenneco Oil Company
United Oil Company
Universal Oil Products Company

TRANSPORTATION, COMMUNICATIONS, AND GAS UTILITIES

- (A) Braniff International
Carolina Telephone & Telegraph Company, Engineering Department
Columbia Gas of Pennsylvania, Inc.
Commonwealth Telephone Company
General Telephone Company of Kentucky
General Telephone Company of Michigan
General Telephone Company of Ohio
General Telephone Company of the Southwest
ITT Defense Communications Division
Jayhawk Pipeline Corporation
Michigan Consolidated Gas Company
Norfolk and Western Railway Company
Northern Illinois Gas Company
Northern Pacific Railway Company
Panhandle Eastern Pipe Line Company
The Peoples Gas Light and Coke Company
The Peoples Natural Gas Company
- (A) Piedmont Airlines
Southern Union Gas Company

- Texas Eastern Transmission Corporation
Transcontinental Gas Pipe Line Corporation
- (A) United Air Lines
Washington Natural Gas Company

CONSTRUCTION AND MINING

- Bankhead Mining Company, Inc.
The Bunker Hill Company
Burke Concrete Accessories, Inc.
The Carey Salt Company
Chemical Construction Corporation
Clermont Engineering Company
The Cleveland-Cliffs Iron Company
- (R) Consolidation Coal Company, Research Division
Dresser Engineering Company
Martin K. Eby Construction Company, Inc.
Foley Brothers, Inc.
Hecia Mining Company
Homestake Mining Company, Black Hills Operations
Al Johnson Construction Company
The M. W. Kellogg Company
Kennecott Copper Corporation, Utah Copper Division
The Lummus Company
Magma Copper Company, San Manuel Division
Morrison-Knudsen Company, Inc.
Daniel O'Connell's Sons, Inc.
J.M. Odom Construction Company
Peckham Industries, Inc.
Prestressed Concrete Products Company, Inc.
J. F. Pritchard & Company
Turner Construction Company
Vulcan Materials Company
Webster Talc Company, Inc.
Winston Brothers Company

ELECTRIC UTILITIES

- Alabama Power Company
American Electric Power Service Corporation
Arkansas Power & Light Company
Baltimore Gas & Electric Company
Boston Edison Company
Carolina Power & Light Company
Central Hudson Gas & Electric Corporation
Central Illinois Public Service Company
Central Lincoln Peoples Utility District
Central Maine Power Company
Central Power and Light Company
The Cincinnati Gas & Electric Company
Citizens' Electric Company
The Cleveland Electric Illuminating Company
Commonwealth Edison Company
Dairyland Power Cooperative
Delmarva Power & Light Company
The Detroit Edison Company
Duquesne Light Company
Electric Power Board of Chattanooga
Florida Power Corporation
Georgia Power Company
Green Mountain Power Corporation
The Hartford Electric Light Company
Illinois Power Company
Iowa Electric Light and Power Company
Iowa-Illinois Gas & Electric Company
Jersey Central - New Jersey Power & Light Company
Kansas City Power & Light Company
Kansas Gas and Electric Company
Long Island Lighting Company
Maine Public Service Company
Minnesota Power Cooperative, Inc.
Mississippi Power Company
Mississippi Power & Light Company
New Mexico Electric Service Company
Northeast Utilities Service Company
Northwest Iowa Power Corporation
Ohio Edison Company
Omaha Public Power District
Pacific Power & Light Company
Philadelphia Electric Company
The Potomac Edison Company
Public Service Company of Colorado
Public Service Company of New Hampshire
Rochester Gas & Electric Corporation
Sacramento Municipal Utility District
Southern Services, Inc.
Southwestern Electric Power Company
Southwestern Public Service Company
Tampa Electric Company
Texas Electric Service Company
Tillamook Peoples Utility District
The Toledo Edison Company
Upper Peninsula Power Company
Virginia Electric and Power Company
The Washington Water Power Company
Wisconsin Electric Power Company

ENGINEERING & CONSULTING SERVICES

- A. C. Ackenheil & Associates, Inc.
Albright & Friel Inc.
Alvord Burdick & Howson
American Consulting Engineers, Inc.
Austin, Smith & Associates, Inc.
Baker-Wibberley & Associates, Inc.

The Wilson T. Ballard Company
 Bartholomew Associates, Inc.
 Barton-Aschman Associates, Inc.
 Bendix Field Engineering Corporation
 Alfred Benesch & Company
 Benham-Blair & Associates, Inc.
 Black & Veatch, Consulting Engineers
 Bogina & Associates
 A. C. Bowden, Consulting Engineer
 Brevard Engineering Company
 Bruch and Morrow, Inc.
 Buchart-Horn, Inc.
 Burgess & Niple Ltd.
 Burns & McDonnell Engineering Company
 Camp, Dresser & McKee
 Homer L. Chastain & Associates
 Clark, Dietz & Associates - Engineers, Inc.
 Columbus Engineering Consultants, Ltd.
 Cornell, Howland, Hayes & Merryfield
 Daily & Associates, Engineers, Inc.
 Dames & Moore
 Dean, Fairbrother, Gunther & Bowman
 Edwards & Kelcey, Inc., (2 locations)
 Elmore & Associates, Inc.
 Engineering Services, Inc.
 Environmental Engineers
 Ewing Engineering Company
 Faisan Associates, Inc.
 Ferve, Dorland & Associates
 Forrest and Cotton, Inc.
 Foster-Van Gundy & Associates
 Fromherz Engineers
 Galson and Galson
 Gates Engineering Company
 Greeley and Hansen
 Hardesty & Hanover
 Harland Bartholomew and Associates
 Harley Ellington Associates, Inc.
 Harza Engineering Company
 Havens and Emerson, Limited
 Hensley-Schmidt Inc.
 Hicks & Ragland, Consulting Engineering Company
 Holland & Kurts, Inc.
 Howard, Needles, Tammen & Bergendoff (10 locations)
 Huddins-Thompson-Ball & Associates, Inc.
 Jenkins, Merchant & Hankivill
 Jenks & Adamson Consulting Engineers
 G. K. Jewell and Associates
 Johannessen & Girard, Consulting Engineers, Inc.
 Edward C. Jordan Company, Inc.
 Roy Jorgensen Associates, Inc.
 Kashrie Associates
 John J. Kassner & Company, Inc.
 King and Gavaris, Consulting Engineers
 Kanski Engineers
 Lockwood, Andrews & Newnam, Inc.
 Lockwood, Kessler & Bartlett, Inc.
 McClelland Engineers, Inc.
 McFarland-Johnson Engineers, Inc. (3 locations)
 McNamee, Porter and Sealey
 Metcalf & Eddy, Inc.
 Earle V. Miller Engineers
 Moore & Bruggink
 L. W. Morris & Associates, Consulting Engineers
 O'Brien & Gere
 Oyster, Imus & Associates, Inc.
 P & W Engineers, Inc.
 Parkhill, Smith & Cooper, Inc.
 J. N. Pease Associates
 Phillips & Stony Engineering Co.
 Malcolm Pirnie Engineers
 Post, Buckley, Mooney & Schuh, Inc.
 E. S. Preston & Associates, Ltd.
 W. E. Quicksall & Associates, Inc.
 Quinton-Budlong
 J. G. Richard Jr. & Associates
 Richardson, Gordon and Associates
 Rowe Engineering, Inc.
 Russel & Axon Consulting Engineers
 Ruth and Going, Inc.
 Seelye Stevenson Value & Knecht
 Shaffer, Johnston, Lichtenwalter and Associates, Inc.
 Shannon & Wilson Inc.
 Silver Schwartz & Associates
 Swindell-Dressler Company
 Taylor, Wiseman & Taylor
 Tornrose, Campbell & Associates, Inc.
 Trumbull Development Corporation
 Tudor Engineering Company
 United Engineers & Constructors Inc.
 Charles R. Velzy Associates, Inc.
 Turner, Collie & Braden, Inc.
 Vollmer Associates
 Wallace Holland Kastler Schmitz & Co.
 Watkins and Associates, Inc.
 Westenhoff & Novick, Inc.
 The Ken R. White Co.
 Whitman, Requaardt and Associates
 Clyde E. Williams & Associates, Inc.
 Wilsey & Ham
 Wilson & Company, Engineers & Architects
 Parsons, Brinckerhoff, Quade, & Douglas
 John A. Blume & Associates, Engineers
 Scientific Design Company, Inc.

(P) AMF Tuboscope, Inc.
 (P) Halliburton Company, Halliburton Services Division
 (P) Schlumberger Well Services

RESEARCH LABORATORIES

Applied Research Laboratories
 Aro, Inc.
 Battelle-Northwest
 Bell Telephone Laboratories, Inc.
 The Budd Company
 Consumers Union of U.S., Inc.
 Contemporary Research, Inc.
 EG&G, Inc., Las Vegas
 The Haller Testing Laboratories Inc., Connecticut Branch
 The Johns Hopkins University Applied Physics Laboratory
 Los Alamos Scientific Laboratory
 Mast Development Company
 Nevis Laboratories
 Pioneer Testing Laboratory, Inc.
 Portland Cement Association
 Sandia Laboratories, Albuquerque, New Mexico
 Sandia Laboratories, Livermore, California
 Syracuse University Research Corporation
 Technical Operations, Inc., Physical Sciences Division
 Teledyne Materials Research
 Underwriters' Laboratories, Inc.
 University of Dayton Research Institute
 URS Research Company
 Wheeler Laboratories, Inc.

EDUCATIONAL INSTITUTIONS

Auburn University
 Bradley University
 Brigham Young University, Engineering School
 Brown University, Division of Engineering
 California State Polytechnic College, Kellogg-Voorhis Campus
 Chico State College, Division of Engineering
 City College of New York, School of Engineering
 Clemson University College of Engineering
 Dartmouth College, Thayer School of Engineering
 Duke University, School of Engineering
 Gannon College
 The George Washington University, School of Engineering & Applied Science
 Georgia Institute of Technology
 Harvey Mudd College
 Humboldt State College
 Kansas State University, College of Engineering
 Kansas Technical Institute
 Lafayette College
 Lawrence Institute of Technology
 Louisiana Polytechnic Institute, School of Engineering
 Louisiana State University
 Marquette University, College of Engineering
 Massachusetts Institute of Technology
 Michigan State University, College of Engineering
 Mississippi State University, College of Engineering
 Newark College of Engineering
 New Haven College
 New Mexico Institute of Mining & Technology
 New Mexico State University, College of Engineering
 Northeastern University
 Oakland University, School of Engineering
 Ohio Northern University, College of Engineering
 The Pennsylvania State University, College of Engineering
 PNC Colleges, School of Engineering
 Princeton University
 Rensselaer Polytechnic Institute
 Rutgers University, College of Engineering
 Sacramento State College
 San Fernando Valley State College, School of Engineering
 San Jose State College, School of Engineering
 South Dakota School of Mines and Technology
 South Dakota State University
 Southern Illinois University, School of Technology
 Stanford University, School of Engineering
 Swarthmore College, Department of Engineering
 Tennessee State University
 Tennessee Technological University, College of Engineering
 Texas A & M University
 Trinity College
 Tri-State College
 Tuskegee Institute
 U.S. Naval Academy
 The University of Akron
 University of Arizona, College of Engineering
 University of California at Davis, College of Engineering
 University of California at Santa Barbara, College of Engineering
 University of Delaware
 University of Hawaii
 University of Hartford, School of Engineering
 University of Idaho, College of Engineering
 University of Kansas
 University of Louisville, Speed Scientific School
 University of Massachusetts, School of Engineering
 University of Minnesota
 University of Missouri at Rolla
 University of Nebraska at Omaha
 University of New Mexico, College of Engineering
 University of North Carolina at Charlotte
 University of North Dakota, College of Engineering
 University of Notre Dame, College of Engineering

LOCAL GOVERNMENT

University of Pennsylvania
 University of Southwestern Louisiana, College of Engineering
 University of Vermont
 University of Wisconsin, College of Engineering
 University of Wyoming, College of Engineering
 Utah State University
 Virginia Polytechnic Institute
 Washington State University, College of Engineering
 Wichita State University, School of Engineering
 Yale University, Department of Engineering & Applied Sciences

FEDERAL GOVERNMENT

Argonne National Laboratory
 Bonneville Power Administration
 Bureau of Mines
 Bureau of Reclamation, Office of Chief Engineer
 Bureau of the Census
 Department of the Army, Deseret Test Center
 Department of the Army, Harry Diamond Laboratories
 Federal Communications Commission
 Federal Power Commission
 Marine Corps Supply Center, Albany, Georgia
 (A) NASA, Lewis Research Center
 (A) NASA, Wallops Island
 National Bureau of Standards
 (A) Naval Air Propulsion Test Center
 Naval Facilities Engineering Command, Atlantic Division
 Naval Facilities Engineering Command, Western Division
 Naval Ship Systems Command
 Naval Undersea Research and Development Center
 Rock Island Arsenal, Headquarters U.S. Army Weapons Command
 Rural Electrification Administration
 Tennessee Valley Authority
 (A) U.S. Air Force, Civil Engineering Division, 6570 Air Base Group
 U.S. Army Corps of Engineers, New York District
 U.S. Army Corps of Engineers, Omaha District
 U.S. Army Corps of Engineers, Portland District
 U.S. Army Corps of Engineers, South Atlantic Division
 U.S. Army Security Agency
 U.S. Atomic Energy Commission
 USDA, Agricultural Research Service, Eastern Utilization R & D Division
 USDA, Agricultural Research Service, Western Utilization R & D Division
 USDA, Forest Service, Forest Products Laboratory
 U.S. Naval Construction Battalion Center
 U.S. Naval Ordnance Laboratory, White Oak, Maryland
 (A) Wright-Patterson Air Force Base, Aeronautical Systems Division

Atlantic City Sewerage Company, New Jersey
 Birmingham Water Works Board, Alabama
 Chicago Department of Public Works, Bureau of Engineering
 Chicago Department of Water & Sewers, Bureau of Water
 Dallas Water Utilities Department, Texas
 City of Dayton, Ohio
 Denver Board of Water Commissioners, Colorado
 City of Detroit, Michigan
 Fontana Union Water Company, California
 Fort Worth Public Works Department, Texas
 Grand Rapids Engineering Department, Michigan
 Jersey City Division of Engineering, New Jersey
 Kansas City Public Works/Engineering Division, Missouri
 Kansas City Water Department, Missouri
 Long Beach Harbor Department, California
 Los Angeles County Flood Control District, California
 Louisville City Works Department, Kentucky
 Milwaukee County Civil Service Commission, Wisconsin
 Milwaukee Bureau of Engineers, Wisconsin
 Milwaukee Water Works, Wisconsin
 Minneapolis Public Works Department, Minnesota
 New York City Department of Traffic
 Oakland City Hall, California
 Omaha Public Works Department, Nebraska
 Pittsburgh Department of Public Works, Pennsylvania
 Providence Public Works Department, Rhode Island
 Providence Traffic Engineers Department, Rhode Island
 Rochester Bureau of Water, New York
 St. Louis Department of Personnel, Missouri
 Saint Paul Department of Public Works, Minnesota
 Saint Paul Water Department, Minnesota
 San Diego Unified Port District, Public Works Division, California
 San Francisco Water Department, California
 Syracuse City Engineers' Office, New York
 Syracuse Department of Transportation, New York
 Torrance Engineering Department, California
 The Union County Park Commission, New Jersey

STATE HIGHWAY DEPARTMENTS

Arkansas State Highway Department
 Connecticut Department of Transportation, Bureau of Highways
 Delaware State Highway Department
 Florida Department of Transportation
 Idaho Department of Highways
 Illinois Division of Highways
 Maine State Highway Commission
 Maryland State Roads Commission
 Michigan Department of State Highways
 Minnesota State Highway Department
 Montana Highway Commission
 Nevada State Highway Department
 New Mexico State Highway Department
 New York State Association of Highway Engineers
 New York State Department of Transportation
 North Carolina State Highway Commission
 North Dakota State Highway Department
 Oklahoma State Highway Department
 Pennsylvania Department of Highways
 Rhode Island Department of Public Works, Division of Roads & Bridges
 South Carolina Highway Department
 Utah State Department of Highways
 Vermont State Highway Department
 Virginia Department of Highways
 Wisconsin Department of Transportation
 Wyoming Highway Department

NOTES:

- (A) Also included in Aerospace salary curves.
- (P) Also included in Petroleum salary curves.
- (R) Also included in Research and Development salary curves.

SALARIES OF ENGINEERING TECHNICIANS-1969

A survey being conducted by the
ENGINEERING MANPOWER COMMISSION
of Engineers Joint Council

Please complete and
return this form to:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, N. Y. 10017

... as promptly as
possible but not later
than October 31, 1969.

1. Reporting organization: Name: _____
City: _____
Address: _____ Zip: _____ State: _____
2. Name and title of person responsible for data: _____
3. Product or service of organization (see back for preferred categories): _____
4. Total number of employees in organization (approx.): _____
5. Number of engineering technicians employed: _____
6. Are these technicians employed predominantly in the state given in your address? _____
If not, please indicate location for purposes of determining regional salary differences. _____
7. If any engineering technicians employed by your organization are not included in this report, please give such additional number and reason for omission: _____
Number: _____ Reason: _____

SALARY INFORMATION CONFIDENTIAL WHEN FILLED IN

Only the names of participating employers and the total number of technicians covered will be included in the published report. Salary curves will not be published for any industry group numbering fewer than five respondents, and will be weighted, if necessary, to assure that less than half of the data will come from a single employer in any case. All respondents will be sent a complimentary copy of the published report.

ENGINEERS JOINT COUNCIL

MEMBER SOCIETIES

AMERICAN SOCIETY OF CIVIL ENGINEERS
AMERICAN INSTITUTE OF MINING, METALLURGICAL,
AND PETROLEUM ENGINEERS
AMERICAN SOCIETY OF MECHANICAL ENGINEERS
AMERICAN SOCIETY FOR ENGINEERING EDUCATION
SOCIETY OF NAVAL ARCHITECTS AND MARINE ENGINEERS
AMERICAN SOCIETY FOR TESTING AND MATERIALS
AMERICAN SOCIETY OF AGRICULTURAL ENGINEERS
AMERICAN INSTITUTE OF CONSULTING ENGINEERS
AMERICAN SOCIETY FOR METALS
SOCIETY FOR EXPERIMENTAL STRESS ANALYSIS
INSTRUMENT SOCIETY OF AMERICA
AMERICAN INSTITUTE OF INDUSTRIAL ENGINEERS
SOCIETY OF FIRE PROTECTION ENGINEERS
AMERICAN INSTITUTE OF PLANT ENGINEERS
AMERICAN ASSOCIATION OF COST ENGINEERS

ASSOCIATE SOCIETIES

WESTERN SOCIETY OF ENGINEERS
MICHIGAN ENGINEERING SOCIETY
AMERICAN WATER WORKS ASSOCIATION
LOUISIANA ENGINEERING SOCIETY
AMERICAN CONCRETE INSTITUTE
WASHINGTON SOCIETY OF ENGINEERS
AIR POLLUTION CONTROL ASSOCIATION
NORTH CAROLINA SOCIETY OF ENGINEERS
SOCIETY OF AMERICAN MILITARY ENGINEERS
ENGINEERING SOCIETIES OF NEW ENGLAND
HARTFORD ENGINEERS CLUB
WATER POLLUTION CONTROL FEDERATION
SOUTH CAROLINA SOCIETY OF ENGINEERS
LOS ANGELES COUNCIL OF ENGINEERING SOCIETIES
NATIONAL INSTITUTE OF CERAMIC ENGINEERS
AMERICAN SOCIETY FOR NONDESTRUCTIVE TESTING
AMERICAN SOCIETY FOR QUALITY CONTROL
INTERNATIONAL MATERIAL MANAGEMENT SOCIETY
INTERNATIONAL MATERIAL MANAGEMENT SOCIETY
(NEW JERSEY CHAPTER)
SOCIETY OF WOMEN ENGINEERS
CHINESE INSTITUTE OF ENGINEERS (NEW YORK)
SOCIETY FOR THE HISTORY OF TECHNOLOGY
FLUID POWER SOCIETY

SALARIES OF ENGINEERING TECHNICIANS 1969

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering technicians as a function of salary bracket, years of experience as measured by age or years since graduation, and formal education received. Separate sections of the form are set aside for three different levels of education. Each individual is to be reported only in the section corresponding to the highest educational level achieved, in the column corresponding to his year of graduation. (See example on reverse.) If year of graduation cannot be ascertained, report by age. Be sure to indicate which method you used.

SALARY — should include base salary before deductions, and any predictable supplementary payments such as cost of living differential, etc. Do not include unpredictable payments for overtime work, bonuses, etc.

ENGINEERING TECHNICIANS — Technicians as defined for this survey perform work which requires the application of scientific and engineering principles and practical technology, and may include some functions customarily performed by engineers or scientists. Their responsibilities do not fit the definition of "professional" of the Fair Labor Standards Act but do require at least two years of full time technical education beyond high school or the equivalent in industrial training and experience. They may or may not work under the direction of engineers or scientists.

ANNUAL SALARY	ASSOCIATE DEGREE GRADUATES ¹ BY YEAR OF DEGREE (OR AGE)																	
	1969 (20)	1968 (21)	1967 (22)	1966 (23)	1965 (24)	1964 (25)	1963 (26)	1962 (27)	1961 (28)	1958- 1960 (29-31)	1955- 1957 (32-34)	1952- 1954 (35-37)	1948- 1951 (38-40)	1945- 1948 (41-43)	1943- 1945 (44-46)	1940- 1942 (47-49)	1935- 1939 (50-54)	Thru 1934 (55+)
101 \$16,000 & over																		
102 \$15,000-15,999																		
103 \$14,000-14,999																		
104 \$13,000-13,999																		
105 \$12,500-12,999																		
106 \$12,000-12,499																		
107 \$11,500-11,999																		
108 \$11,000-11,499																		
109 \$10,500-10,999																		
110 \$10,000-10,499																		
111 \$9,500-9,999																		
112 \$9,000-9,499																		
113 \$8,500-8,999																		
114 \$8,000-8,499																		
115 \$7,500-7,999																		
116 \$7,000-7,499																		
117 \$6,500-6,999																		
118 \$6,000-6,499																		
119 \$5,500-5,999																		
120 \$5,000-5,499																		
121 \$4,500-4,999																		
122 \$4,000-4,499																		
123 Less than \$4,000																		

ANNUAL SALARY	NON-GRADUATES ² BY AGE																	
	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29-31)	(32-34)	(35-37)	(38-40)	(41-43)	(44-46)	(47-49)	(50-54)	(55+)
201 \$16,000 & over																		
202 \$15,000-15,999																		
203 \$14,000-14,999																		
204 \$13,000-13,999																		
205 \$12,500-12,999																		
206 \$12,000-12,499																		
207 \$11,500-11,999																		
208 \$11,000-11,499																		
209 \$10,500-10,999																		
210 \$10,000-10,499																		
211 \$9,500-9,999																		
212 \$9,000-9,499																		
213 \$8,500-8,999																		
214 \$8,000-8,499																		
215 \$7,500-7,999																		
216 \$7,000-7,499																		
217 \$6,500-6,999																		
218 \$6,000-6,499																		
219 \$5,500-5,999																		
220 \$5,000-5,499																		
221 \$4,500-4,999																		
222 \$4,000-4,499																		
223 Less than \$4,000																		

ANNUAL SALARY	BACHELORS DEGREE GRADUATES ³ BY YEAR OF DEGREE (OR AGE)																	
	1969 (22)	1968 (23)	1967 (24)	1966 (25)	1965 (26)	1964 (27)	1963 (28)	1962 (29)	1961 (30)	1958- 1960 (31-33)	1955- 1957 (34-36)	1952- 1954 (37-39)	1948- 1951 (40-42)	1945- 1948 (43-45)	1943- 1945 (46-48)	1940- 1942 (49-51)	1935- 1939 (52-56)	Thru 1934 (57+)
301 \$16,000 & over																		
302 \$15,000-15,999																		
303 \$14,000-14,999																		
304 \$13,000-13,999																		
305 \$12,500-12,999																		
306 \$12,000-12,499																		
307 \$11,500-11,999																		
308 \$11,000-11,499																		
309 \$10,500-10,999																		
310 \$10,000-10,499																		
311 \$9,500-9,999																		
312 \$9,000-9,499																		
313 \$8,500-8,999																		
314 \$8,000-8,499																		
315 \$7,500-7,999																		
316 \$7,000-7,499																		
317 \$6,500-6,999																		
318 \$6,000-6,499																		
319 \$5,500-5,999																		
320 \$5,000-5,499																		
321 \$4,500-4,999																		
322 \$4,000-4,499																		
323 Less than \$4,000																		

- Technical institute education usually embraces a two-year post-high school program leading to an associate degree or certificate in some branch of engineering technology. Include graduates of technical programs in community colleges or other institutions.
- Non-graduate engineering technicians are those who are qualified by training and experience to perform work that would normally require a two-year technical institute education, but do not have a formal degree.
- Four-year programs leading to a bachelor's degree in engineering technology or industrial technology, but not an engineering degree.

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing

- Aerospace
- Business machines
- Ceramic products, stone, clay, glass, cement
- Chemicals, drugs, plastics, rubber
- Electrical machinery & equipment
- Electronic equipment (other than household)
- Food products
- Household appliances (include radio, TV)
- Instruments (precision)
- Lumber & wood products
- Machinery (other than electrical)
- Metal products, fabricated
- Metals, basic
- Ordnance
- Paper products
- Petroleum
- Textile products
- Transportation equipment (other than aircraft)
- Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing

- Business, finance, trade, publishing
- Communication services
- Construction
- Engineering & consulting services
- Mining
- Research organizations & laboratories
- Transportation services
- Utilities

Government

**Federal
State
Local**

Educational Institutions

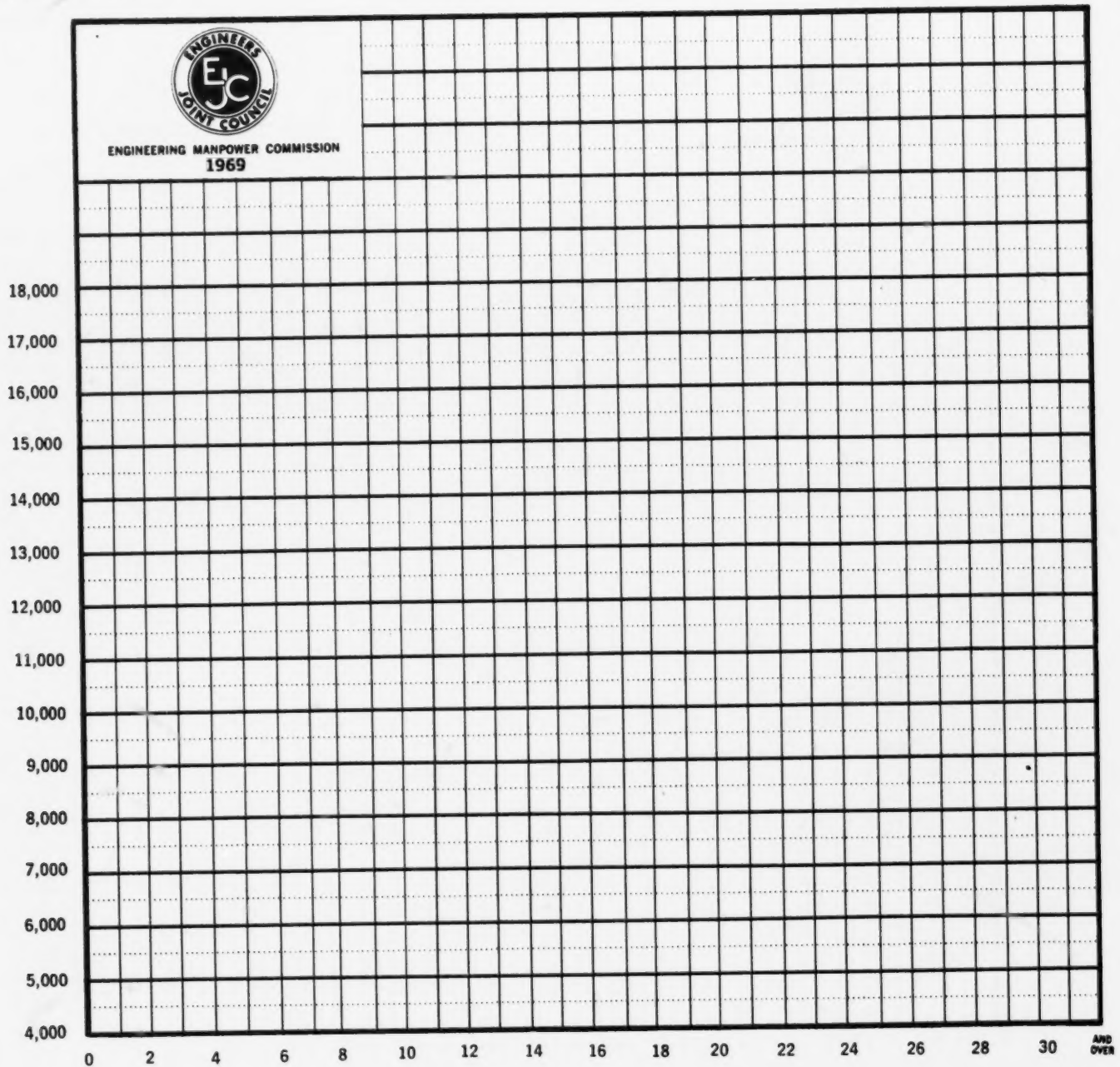
Colleges and universities
Technical institutes & junior colleges
Professional societies & non-profit institutions

Example of Completed form:

Please report the number of individuals in each appropriate block as indicated below:

[illegible]

**Annual Salary by Equivalent
Years Since Graduation
from Technical Institute***



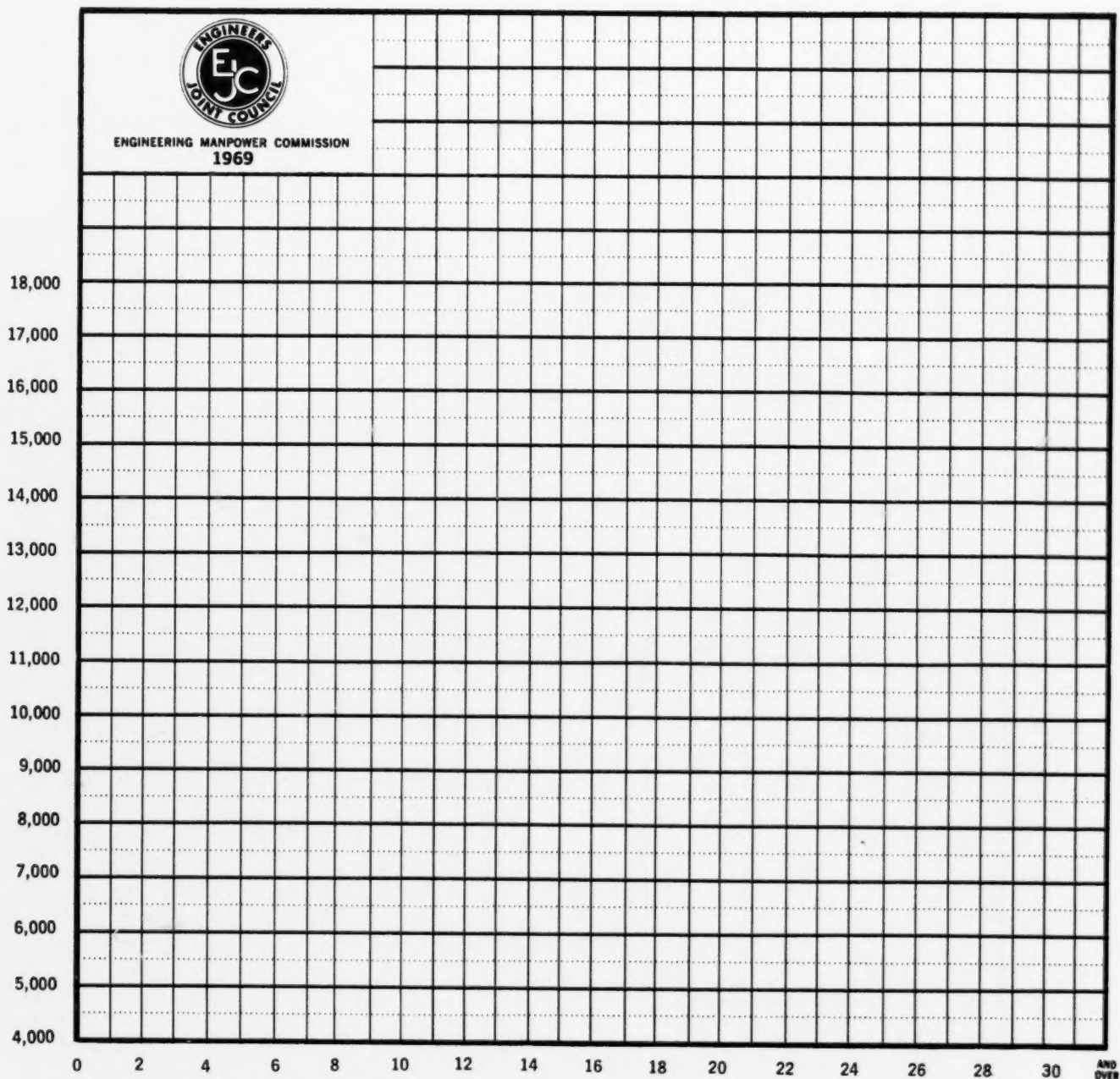
LEGEND

Upper Decile ---
Upper Quartile ---
Median **—**
Lower Quartile ---
Lower Decile ---

**Number of Technicians
covered —**

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

**Annual Salary by Equivalent
Years Since Graduation
from Technical Institute***



LEGEND

Upper Decile ---
 Upper Quartile ---
 Median **—**
 Lower Quartile ---
 Lower Decile ---

**Number of Technicians
covered —**

*Base year (0 years since graduation) is 1969. For Associate degrees and non-graduates this is considered equivalent to age 20. For Bachelor's degree the equivalent age is 22.

